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PRIVATE INDUSTRY COUNCIL

AGENDAS AND MINUTES

1995 - 1996

Documents have been very irregularly received from the Private Industry Council. Efforts to obtain the missing documents have been unsuccessful. This volume contains those that are available.

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PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Due to security requirements, all Council members, subcontractors & members of the public who wish to attend must RSVP to the PIC's receptionists at 621-6853 no later than Friday, January 6th

DATE:	Tuesday, January 10th, 1995
TIME:	3:00 – 4:30 P.M.
LOCATION:	Pacific Bell Building 140 New Montgomery 26th Floor Auditorium

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

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Issued December 28, 1994

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Agenda

PRIVATE INDUSTRY COUNCIL MEETING

January 10th, 1995

1. Public testimony on agenda items * *

2. Adoption of agenda *

3. Approval of minutes for the Council's November 8th meeting (enclosed) *

4. Chairman's report — John Dewes
   a. Selection of new President for the Council
   b. Appointments to Council committees
   c. Jobs for Youth Committee, introduction of Program Director Stephanie Shmunes
   d. Status of new partnership agreement with the Mayor

5. Committee reports
   a. Evaluation Committee -— Leslie Luttgens
   b. Planning Committee —- Gary Fitschen *
      1. Report on action with respect to contractors who failed to meet contracted commitments
      2. Recommendations, completion of Title II part of JTPA plan (enclosed)
      3. Recommendations, Adult & Youth Competencies (AECs & YECs) (enclosed)
      4. Ratification, submission of a proposed Job Development Broker Demonstration Project (enclosed)
   c. Jobs For Youth Committee — Craig Wolfson

6. Staff reports
   a. Labor Market Information IV, request for approval, extension of November 1994 ending date for contract with Employment Development Department to December 31, 1994 — Greg Marutani *
   b. Refugee program, update on funding & related matters — Greg Marutani *
   c. Should the Council attempt to develop & propose a One Stop Career Center System Learning Laboratory? — Ray Holland *

7. President's report

8. Public Testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

DRAFT OF MINUTES

for a meeting
of the Private Industry Council of San Francisco
January 10, 1995

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Members present: Chairman John Dewes, Mr. John Cammidge, Mr. Thomas Evans, Mr. Gary Fitschen, Mr. Paul Gormsen, Ms. Vanessa Johnson, Mr. Walter Johnson, Mr. Frederick Jordan, Mrs. Leslie Luttgens, Mr. Michael Mee, Mr. Billy Ray, Ms. Barbara Thompson, Dr. Chui Lim Tsang and Mr. Craig Wolfson

Staff present: President Eunice Elton, Mr. Steve Arcelona, Ms. Brenda Brown, Ms. Joyce Crum, Ms. Winna Davis, Mr. Wes Dixon, Mr. Eking Estioko, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sululagi Palega, Ms. Stephanie Shmunes and Ms. Clara Wong

Public present: Mr. Ricardo Alva, Ms. Po Yee Au, Ms. Joyce Cho, Mr. Angel Dominguez, Ms. Deborah Federlink, Mr. Jim Kennedy, Mr. John Knox, Ms. Zelda Saeli, Mr. Carlos Ver and Ms. Tami Yuki

The meeting began at 3:10 p.m., with one member short of a quorum, and action items were postponed until later in the meeting.

Public testimony on agenda items
There was no public testimony on agenda items.

Chairman's report

Search Committee
Mr. Dewes introduced Steve Arcelona who will become the PIC's president on January 20th.

Committee appointments
Letters of appointment to the PIC's standing committees are being sent to Council members, Mr. Dewes said.

Jobs For Youth
Mr. Wolfson introduced Ms. Stephanie Shmunes who has been hired as program director for the Jobs For Youth program.

Status of partnership agreement with the Mayor
A draft of the partnership agreement has been approved by the Mayor's staff and awaits his signature, Mr. Dewes said. It includes no drastic changes, but does call for greater involvement of the Mayor's staff in the PIC's processes.

Upcoming legislation
An ad hoc committee has been formed to follow employment and training legislation, Mr. Dewes announced. Miss Elton noted there is a "substantial prospect for legislative change".

Mr. Holland discussed two pieces of federal legislation, outlined in his two January 10th memorandums. Both bills, which are moving quickly through the new Senate, would consolidate and replace various employment and training programs, including the Job Training Partnership Act, and would probably also result in reduced funding for those activities. Mr. Dewes asked

Council members to write their Congresspersons and request that the bills include a meaningful involvement of local interests, including the private sector, so as to maintain responsiveness to local needs.

Committee reports

Evaluation Committee
The December 14th Evaluation Committee meeting lacked a quorum and has been rescheduled for January 19th, Mrs. Luttgens said.

Planning Committee
At their December 14th meeting, Planning Committee members asked that subcontractors who failed to meet their contracted commitments explain to PIC staff the reasons for their deficiencies, Mr. Fitschen said. The Planning Committee will consider ways of responding to this situation at its next meeting.

Referring to his December 15th memorandum, Mr. Fitschen outlined the Planning Committee's recommendations for completing the JTPA Title II subparts of the Program Year 1994 Job Training Plan.

Mr. Jordan left the meeting. Shortly afterwards, Ms. Vanessa Johnson arrived at the meeting.

Mr. Fitschen outlined for Council members proposed Adult and Youth Employment Competencies, as described in a second December 15th memorandum.

Finally, Mr. Fitschen asked members to ratify an application by PIC staff submitted December 14th to the U.S. Department of Labor on behalf of the Council for a $750,000 JTPA Title IIB-funded Job Development Broker Demonstration Project. Mr. Holland noted the PIC is already conducting a substantially similar program through its Title III Individual Referral program.

Jobs For Youth Committee
The Jobs For Youth Committee held its second meeting January 6th and will meet again February 8th, Mr. Wolfson reported. Three subcommittees have been formed: Operations/Transitions, Marketing and Fund Raising.

Nominating Committee
The Nominating Committee meets next week to consider nominations for vacancies on the Council and the Board of Directors.

Staff reports

LMI IV extension
The State requires Council approval for the recent extension of the ending date for the Labor Market Information IV contract from November 1994 to December 31, 1994, Mr. Marutani said.

Refugee Committee
Although no money has yet been received, the State Department of Social Services has finally returned to the PIC signed copies of the contract for the PIC's Refugee program which began in October 1994, Mr. Marutani said.

Proposal for a One-Stop Career Center
Referring to Miss Elton's December 30th memorandum, Mr. Holland discussed a grant solicitation by the USDOL for a One-Stop Career Center System Learning Laboratory. The application for the $350,000 grant, which might be jointly developed with the local offices of the Employment Development Department, City College of San Francisco, the S.F. Unified School District, the

Mayor and various City departments, could require substantial PIC staff time, he observed. Following a discussion, Dr. Tsang, Ms. Thompson and Mrs. Luttgens expressed their support for the application, and Mr. Dewes instructed Mr. Holland to proceed.

Votes on agenda items
With a quorum assembled, the Council acted on the following agenda items:

- The agenda was adopted by acclamation.
- A motion to approve minutes from the Council's November 8th meeting as submitted was seconded and unanimously approved.
- A motion to approve the Planning Committee's recommendations for completing the JTPA Title II subparts of the Program Year 1994 Job Training Plan was seconded. Conflict of interest forms were completed, and the motion was approved, with Mr. Evans and Dr. Tsang abstaining.
- A motion to approve the Planning Committee's recommendations for Adult and Youth Employment Competencies was seconded and unanimously approved.
- Council members ratified the application submitted by PIC staff to the USDOL December 14th on behalf of the Council for a JTPA Title IIB-funded Job Development Broker Demonstration Project.
- A motion to approve the extension of the LMI IV contract was seconded and unanimously approved.
- A motion for PIC staff to assist in developing an application to the USDOL for a One-Stop Career Center System Learning Laboratory was seconded and unanimously approved.

President's report

SJTCC meeting testimony
Mr. Dewes noted that he and Miss Elton recently attended a meeting of the State Job Training Coordinating Council at which Miss Elton, in honor of her retirement, was invited to speak. In her comments, Miss Elton observed how virtually every United States employment and training program since World War I has been a reaction to social conditions, rather than proactive. Europeans prepare their workers for the future, she noted, but do so by "tracking" youth at an early age, an option which she felt most Americans would not accept. "There must be a better way," she observed.

Office move
Negotiations continue for the PIC to rent the fourth floor of EDD's building at 745 Franklin Street.

On her retirement
Miss Elton noted that she has been "very well treated" as her retirement draws nearer, enjoying parties, the reception at the City Club, and various letters, proclamations and certificates. She thanked staff for being "good and supportive", and Council members for their aid. The San Francisco PIC has a good reputation, she observed, which reflects upon the Council and staff.

Mr. Dewes thanked Miss Elton again for her many years of service, and the support she has provided him as chairman. Council members, staff and the public followed Mr. Dewes comments with a standing ovation for Miss Elton.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:15 P.M.

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

TO: ALL COUNCIL MEMBERS **DATE:** FEBRUARY 27, 1995

FROM: RAYMOND R. HOLLAND

SUBJECT: CLARIFICATION OF THE COUNCIL'S PROCEDURAL RULES

The list of "members present" at the beginning of the proposed minutes for the Council's January 10th meeting notes that, during the course of that meeting, a quorum was present (i.e., fourteen members attended --- two of the Council's thirty seats were and still are vacant) and that, of those fourteen, over half (i.e., at least nine members) were "private sector" representatives.

However, because Mr. Jordan left the meeting before Ms. Johnson arrived, a quorum was never present at any particular moment. As a result, before the "votes" (described on the third page of those proposed minutes) were taken, it was asked if a "transitory quorum" would prevent them from being taken.

My response was that, if not specifically addressed in the Council's Bylaws, *Robert's Rules of Order* apply and those rules generally hold that, once established, a quorum remains for the purpose of conducting business until the meeting is adjourned. However, after the meeting it was pointed out that the Council's Bylaws do potentially address the issue of a "transitory quorum" as follows:

"8.4 Quorum
Only Directors or Members who are physically present at a Board or Council meeting may participate, and no enforceable action may be taken at a meeting which lacks a quorum.

"a. Constitution of a quorum

"1. Board
The presence of a majority of the Directors at a meeting of the Board shall constitute a quorum.

"2. Council
At all meetings of the Council, presence of fifty percent of the membership shall constitute a quorum, provided that at least half of those present are Private Sector Members.

"b. Failure to achieve or maintain a quorum
When a quorum is not achieved or is lost because of the departure of Directors or Members, the Board or Council may not take any further action on agenda items. However, Directors or Members may remain to discuss matters of their choosing with the public, and those proceedings may be presented at a subsequent meeting so that they form part of the subsequent meeting's records."

Therefore, because the actions taken at the January 10th meeting are potentially "unenforceable" (or "voidable", as distinguished from being "void"), it is suggested that, for purposes of clarity, a quorum of either the Board or the Council consider ratifying each action "taken" on January 10th at its next meeting.

Because the intent and effect of this bylaw provision are somewhat ambiguous, the Council may want to consider a clarification of it when the opportunity next arises. In the meantime, I apologize for my incomplete response at the January 10th meeting and for any confusion or complication it may cause.

cc: PIC Staff

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PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR JORDAN

DATE: JANUARY 10, 1995

FROM: RAYMOND R. HOLLAND

SUBJECT: ATTACHED LEGISLATIVE ALERT --- YOUR ACTION REQUESTED

The attached "Legislative Alert" comes from the National Association of Counties (NACo) in Washington, D.C. The PIC is a member of its affiliate, the National Association of County Employment and Training Professionals as well as of the National Association of Private Industry Councils (NAPIC) and of the U.S. Conference of Mayors' Employment and Training Council (USCM/ETC). Both NAPIC and the USCM are expected to issue legislative alerts that are similar to the attached.

Although not members of any of the specific authorizing committees indicated (Representative Pelosi and Senator Feinstein have been members of several of the key appropriations committees), addresses and telephone numbers of San Francisco's Congressional delegation are:

- Senator Dianne Feinstein
  United States Senate
  331 Hart Senate Office Building
  Washington, D.C. 20510
  (202) 224-3841
  (202) 228-3954 (FAX)

  1700 Montgomery Street, Suite 305
  San Francisco, CA 94111
  (415) 249-4777
  (No Public FAX Number)

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- Senator Barbara Boxer
  United States Senate
  112 Hart Senate Office Building
  Washington, D.C. 20510
  (202) 224-3553
  (No Public FAX Number)

  1700 Montgomery Street, Suite 240
  San Francisco, CA 94111
  (415) 403-0100
  (415) 956-6701 (FAX)

- Congresswoman Nancy Pelosi
  United States House of Representatives
  240 House Cannon Office Building
  Washington, D.C. 20515
  (202) 225-4965
  (No Public FAX Number)

  450 Golden Gate Avenue, Room 145378
  San Francisco, CA 94102
  (415) 556-4862
  (No Public FAX Number)

- Congressman Thomas Lantos
  United States House of Representatives
  2182 Rayburn House Office Building
  Washington, D.C. 20515
  (202) 225-3531
  (202) 225-7900 (FAX)

  400 El Camino Real, Suite 820
  San Mateo, CA 94402
  (415) 342-0300
  (415) 375-8270 (FAX)

As indicated in the attached alert, they should also be contacted.

cc: PIC and Mayor's Staffs
PIC Subcontractors

Attachment

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NACO National Association of Counties
Counties Care for America

LEGISLATIVE ALERT

Legislative Staff Contact: Brian K. Lagana, 202-942-4232 January 6, 1995
Internet address: blagana@spaceworks.com • Fax: 202-393-2630, 202-942-4281, 202-737-0480

LOCALLY BASED JOB TRAINING SYSTEM IN GRAVE DANGER !

ISSUE:
On January 5, Senators Nancy L. Kassebaum (R-KS) and Thomas A. Daschle (D-SD) introduced S.123 and S.6, respectively. Each bill is designed to reform the nation's job training system. **Each bill would either substantially reduce or eliminate local delivery of job training services.** Both bills place little responsibility for the implementation of job training programs on local elected officials and private sector representatives. Efforts by NACo to inform the Senate and the House about the role that locals should play in the delivery of job training services have not been favorably received.

Next week, the Senate Labor and Human Resources Committee (Chair Kassebaum) will begin hearings on job training and other labor issues. The hearings, which will begin on January 10, will have a state focus and will be used to add support to an emerging agenda opposed to a local role in job training. We have learned that Secretary of Labor Robert Reich will testify, as will representatives from the states of Ohio and New Hampshire. On January 18, Secretary Reich is expected to testify before the House Economic and Educational Opportunities Committee on job training and other labor issues. It is expected that Secretary Reich will continue to push for Pell grant-like vouchers for job training participants that will be dispensed through a state based system, and that the state representatives will speak about the need for a block grant system over which governors shall have control.

Local elected officials and private industry council members hold the key to the survival of the nation's locally based job training system. Their voices must be heard by lawmakers to ensure that the local perspective is considered during the upcoming debates on the future of the nation's training and employment system.

ACTION NEEDED:

It is **important** that local elected officials and private industry council members telephone their congressional delegations early during the week of January 9th to inform their Senators and Representatives about the importance of local involvement in the delivery of job training services.

It is **imperative** that local elected officials and private industry council members whose Senators or Representatives serve on either the Senate Labor and Human Resources or the House Economic and Educational Opportunities Committee call their congressional delegations (see attached list). Local elected officials and private industry council members should make the following points:

1. **Local elected officials and private industry council members support consolidation of job training programs at the local level;**
2. **Local elected officials and private industry council members want to work with members of Congress to develop an effective and client centered job training system;**
3. **Local control over the decisions governing the day-to-day implementation of job training programs, through the local public/private partnership, is imperative to the success of job training programs; and**
4. **The transfer of those funds that currently support job training programs to state block grants will seriously undermine job training programs and decrease the likelihood that economically disadvantaged and dislocated workers can become economically self-sufficient.**

Senators and Representatives must be called immediately by as many local elected officials and private industry council members as possible. They must receive the message that locally based job training is a priority concern at the local level and that Congress should not tamper with the local public/private partnership as it currently exists.

ADDITIONAL INFORMATION ATTACHED

1. the rosters for the House Economic and Educational Opportunities Committee (formerly the House Education and Labor Committee) and the Senate Labor and Human Resources Committee; and
2. NACo's "Guiding Principles on the Consolidation of Employment and Training Programs."

Following are the rosters for the House Economic and Educational Opportunities Committee (formerly House Education and Labor Committee) and the Senate Labor and Human Resources Committee. Subcommittee assignments have not been made yet.

House Economic and Educational Opportunities Committee

Republican Members	Democratic Members
Bill Goodling, PA, Chairman	William L. Clay, MO, Ranking
Tom Petri, WI	George Miller, CA
Marge Roukema, NJ	Dale E. Kildee, MI
Steve Gunderson, WI	Pat Williams, MT
Harris W. Fawell, IL	Matthew G. Martinez, CA
Cass Ballenger, NC	Major R. Owens, NY
Bill Barrett, NE	Tom Sawyer, OH
Randy "Duke" Cunningham, CA	Donald M. Payne, NJ
Peter Hoekstra, MI	Patsy T. Mink, HI
Howard P. "Buck" McKeon, CA	Robert E. Andrews, NJ
Michael N. Castle, DE	Jack Reed, RI
James M. Talent, MO	Tim Roemer, IN
*** Lindsey Graham, SC**	Eliot L. Engel, NY
*** Dave Weldon, FL**	Xavier Becerra, CA
*** David Funderburk, NC**	Robert C. Scott, VA
*** David M. McIntosh, IN**	Gene Green, TX
*** Mark E. Souder, IN**	Lynn Woolsey, CA
*** Frank Riggs, CA**	Carlos Romero-Barcelo, PR
Jan Meyers, KS	Mel Reynolds, IL
James C. Greenwood, PA	
Sam Johnson, TX	
Joe Knollenberg, MI	
Tim Hutchinson, AR	
*** Charlie Norwood, GA**	

Senate Labor and Human Resources Committee

Republican Members	Democratic Members
Nancy Landon Kassebaum, KS, Chair	Edward M. Kennedy, MA, Ranking
James M. Jeffords, VT	Claiborne Pell, RI
Daniel R. Coats, IN	Christopher J. Dodd, CT
Judd Gregg, NH	Paul Simon, IL
*** Bill Frist, TN**	Tom Harkin, IA
*** Mike DeWine, OH**	Barbara Mikulski, MD
*** John Ashcroft, MO**	Paul Wellstone, MN
*** Spencer Abraham, MI**	
Slade Gorton, WA	

Note: * Indicates a Freshman Member, bold indicates a new committee member.

To contact any member of the House or Senate, please use the following addresses:

Hon.
US House of Representatives
Washington, DC 20515

Hon.
US Senate
Washington, DC 20510

To call any member of the House or Senate, please use the following switchboard phone numbers:
House: 202-225-4121 Senate: 202-224-3121

National Association of Counties and National Association of County Training and Employment Professionals

GUIDING PRINCIPLES ON CONSOLIDATION

The purpose of consolidating numerous employment and training programs is to create a comprehensive system that provides universal access to quality services. A new system must maintain service levels to those facing barriers to employment, those displaced from jobs and high risk populations. Consolidation should not be used as a means to cut resources.

Consolidation

- Consolidate all employment and training programs to create a workforce development system; a system that delivers quality and effective services, and shares common definitions and compatible regulations.
- Mandate that consolidation occurs at the Federal, state and local levels.
- Ensure that any new bills direct employment and training efforts under this structure and justify the need, target population, and avoid overlap with existing initiatives.

Governance

Federal Role in collaboration with state and localities

- Develop and provide accurate and timely labor market information.
- Establish performance standards.
- Recommend policy and direction for human investment system.
- Establish a national council consisting of national, state and local representatives, including elected officials and broad private sector representation. The council would review national employment policies and trends and prepare a strategic plan that sets forth national goals and objectives.
- Provide technical assistance to state and local levels, with a guidance response system for questions and answers. Communicate results of best practices.
- Advance clear audit and monitoring standards which encourage innovation and creativity. Foster a non-punitive audit resolution system.
- Provide discretionary demonstration grant funding.
- Waive statutory and regulatory requirements that impede the delivery of services.

State Role in collaboration with localities and Federal government

- Establish state employment policy.
- Create state human resource investment council that includes local representatives, including elected officials, and stakeholders from employment, education, labor, economic development, and the private sector.
- Develop and maintain state labor market information.
- Monitor and oversee local employment and training system.
- Provide discretionary funds for emergencies and economic shifts.
- Administer Unemployment Insurance system.

Local Role in collaboration with State and Federal government

- Local elected officials share responsibility of governance with local boards consisting of a business majority, and representatives from education, labor and economic development. Demonstrates accountability through performance outcomes.
- Make appointments to the board.
- Require strong participation of the private sector, particularly in economic development and small business development.
- Determine appropriate activities for the localities through needs assessment. Set priorities for local system.
- Coordinate activities, including waivers, collaborate, and exchange information.

Funding

- Maintain formula pass-through to local areas.
- Redirect resources from individual programs into consolidated system.

Programs

- Eliminate eligibility requirements to create universal access that will be driven by targeting and performance standards. Future funding will be dependent upon meeting the standards.
- Take "full toolbox approach" to providing services that result in self-sufficiency.
- Tailor services to customers, both employers and participants, and to local needs.

Accountability

- Reasonable procurement - allowing access to public partners without lengthy competition.
- Monitoring and audit standards published in advance.
- Reviews and Evaluations with desired outcomes published in advance.
- Return-on-Investment made a measurement.

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PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

NOTICE of a PUBLIC MEETING
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PRIVATE INDUSTRY COUNCIL

Due to security requirements, all Council members, subcontractors & members of the public who wish to attend must RSVP to the PIC's receptionists at 621-6853 no later than Friday, January 6th

DATE:	Tuesday, March 14th, 1995
TIME:	3:00 – 4:30 P.M.
LOCATION:	Pacific Bell Building 140 New Montgomery 26th Floor Auditorium

Agenda appears on reverse side

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Agenda

PRIVATE INDUSTRY COUNCIL MEETING

March 14th, 1995

1. Public testimony on agenda items * *
2. Adoption of agenda *
3. Approval of minutes for the Council's January 10th meeting (enclosed) *
4. Chairman's report — John Dewes
   a. Ratification of new partnership agreement with the Mayor *
   b. Discussion or presentations to Council members on broader employment issues
   c. Next Council meeting location
5. Committee reports
   a. Nominating Committee — Paul Gormsen (enclosed) *
   b. Evaiuation Committee — Leslie Luttgens
   c. Planning Committee — Gary Fitschen (enclosed) *
   d. Jobs For Youth Committee — Craig Wolfson
6. Staff reports
   a. Allocations
   b. One Stop Career System Proposal
   c. Job Development Broker Proposal
   d. Treasure Island Base Closure status report
7. President's report
   a. Proposed rescissions (please refer to memo addressed to Mayor Jordan dated February 28)
   b. Form 730 - Statement of Economic Interest
8. Public Testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

PLEASE NOTE

The **next** Council meeting (April 11th) will be at the:

PG&E Energy Center
851 Howard Street (between 4th and 5th Streets
San Francisco, CA 94103

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PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

TO: ALL COUNCIL MEMBERS **DATE:** FEBRUARY 16, 1995

FROM: for PAUL GORMSEN, NOMINATING COMMITTEE CHAIRMAN

SUBJECT: COUNCIL MEMBER NOMINATIONS

The Nominating Committee has submitted the names of three individuals to Mayor Jordan, asking that he select two to fill two private sector vacancies on the Council.

The nominees are:

Brent Andrew, Manager of Public Policy, Airtouch Communications
Dr. Ricci Chan, DDS, Pacific Dental Group
Elizabeth Rodenz, Founder & Owner, Executive Roundtable

We believe these nominations represent a broad cross-section of the business community and reflect the diverse character of the City.

We hope to hear from the Mayor soon.

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PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

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TO: COUNCIL MEMBERS
MAYOR FRANK JORDAN

DATE: FEBRUARY 28, 1995

FROM: GARY FITSCHEN, CHAIRMAN

SUBJECT: PLANNING COMMITTEE RECOMMENDATIONS OF EVALUATION CRITERIA FOR SELECTION OF THE PY'95 SUBCONTRACTS FOR JTPA TITLES IIA-C, IIB AND III.

AGENDA ITEM 5c

ACTION NEEDED BY THE COUNCIL

Five members of the Planning Committee (less than a quorum) are recommending approval of:

1. the evaluation criteria that will be used in the selection of subcontractors for PY'95 (the period which begins July 1, 1995), and

2. the recommendations for the PY'95 Summer Youth Employment and Training Program (SYETP).

BACKGROUND

At the January 26 meeting, the Committee asked PIC staff to meet with representatives of the Committee of Contracting Agencies (CCA) to develop criteria that would be used in the selection of subcontractors for PY'95. In addition, staff was also asked to develop criteria which would be used for placing subcontractors on probation for the subcontract period beginning July, 1995. After consultation with the CCA representatives, PIC staff presented the following recommendations to the Committee at its meeting on February 28. Staff also included the recommendations for the 1995 SYETP. The Committee was one member short of a quorum, however those present voted four "yes" and one "abstention" to forward the recommendations to the Council.

Because of the short time frame between the two Planning Committee meetings, only the selection criteria were discussed and the recommendations are explained below. Staff will continue to meet with CCA representatives to develop the probationary criteria and will submit these recommendations to the Committee at a future meeting.

After the Council reviews and approves the evaluation criteria, PIC staff will prepare funding recommendations for Titles II and III for review by the Planning Committee at its next meeting tentatively scheduled for the week of March 27.

RECOMMENDED CRITERIA FOR SUBCONTRACTS FUNDED UNDER TITLES IIA, IIC, AND III

Each subcontractor should be selected based on the subcontract entered into with the PIC (i.e., each subcontractor will be evaluated individually and may be needed in case of "ties" not in comparison to other subcontractors in the same technology, including:

* the actual number of enrollments compared to planned number of enrollments for PY'93 and for at least the first six months of PY'94.

* the actual number of placements compared to the planned number of placements for PY'93 and for at least the first six months of PY'94

- the placement rate (i.e., the number of placements divided by the total number of terminations times 100%) for PY'93 and a least the first six months of PY'94.

- the numbers of Youth Employability Enhancements (YEEs) and Adult Employability Enhancements (AEEs) attained for PY'93 and at least the first six months of PY'94.

- the minimum proposed wage rate for participants placed in jobs compared to average wage rate achieved in PY'93.

- the Characteristics of the participants served in PY'93 in comparison to the emphasis groups.

  We need to proceed cautiously with the characteristics comparison because in PY'93 we had "High-Risk Youths" along with "Hard-to-Serve"; in PY'94 we have **only** the latter. There are other groups as well; this is going to be extremely difficult to summarize for each subcontractor, especially if not identical as an "enrollment characteristic".

- actual compared to planned expenditures and other financial factors, (i.e., audits, non-JTPA dollars, timely submission of invoices, adequacy of cost allocation plans, etc.).

RECOMMENDED CRITERIA FOR THE SELECTION OF THE TITLE IIB SUMMER YOUTH EMPLOYMENT AND TRAINING SUBCONTRACTORS

Each subcontractor will be evaluated on:

- the actual number of participants enrolled compared to the planned enrollments for the 1994 SYETP.
- the administrative, fiscal and programmatic aspects of the subcontract.

RECOMMENDED CRITERIA FOR THE SELECTION OF TITLE IIIA (60% FORMULA) SUB-CONTRACTORS SERVING "LONG-TERM UNEMPLOYED, HOMELESS INDIVIDUALS"

Since none of the subcontracts was executed prior to September 1st of 1994 and since none has been in operation for more than six months. staff recommends that all five subcontractors be recommended for continuation in the PY'95 modification of the PY'94-'95 Plan subject to review in May or June of this year using the same selection criteria recommended for Titles IIA and IIC subcontracts.

RECOMMENDATIONS FOR THE PY'95 SYETP

PIC staff has not yet received allocation figures from the State for the 1995 Summer Youth Employment and Training Program (SYETP) or any other PY'95 program. (Also, please refer to memorandum titled "PROJECTED CONSEQUENCES OF SOME OF THE RESCISSIONS ADOPTED BY THE HOUSE LABOR-HHS APPROPRIATIONS SUBCOMMITTEE ON FEBRUARY 23RD" dated February 28.) However, because of the need to expedite the subcontract negotiations, staff is recommending that, with the modifications listed below, the same percentage breakdown for distribution of funds and slot levels to the same fourteen agencies sas in 1994 be used for the 1995 program. (See Table A)

On March 2nd, the full House Appropriations Committee adopted all of the rescissions proposed by the Labor-HHS Subcommmittee on February 23rd (See PIC Staff Report of February 28th) The Council will have to decide, when the financial risks to the PICF outweigh the benefits of continuing to icur costs for the 1995 JTPA Title IIB-SYETP. Steve will provide additinal information on March 14th.

RECOMMENDED CHANGES FROM THE 1994 SYETP DESIGN

1. The Department of Labor has stressed the need for increased "academic enrichment" during the summer program. While the DOL and the State have been silent on the required changes to the educational component, staff is recommending that the educational component administered by the San Francisco Unified School District be increased from 100 to 200 youths. In addition, staff is recommending that the educational component for "older youths" be increased from 22 to 44 participants.

2. Child care subsidy should be made available only to older youths (18-21) enrolled in the educational component.

3. That the Potrero Hill Neighborhood House (PHNH) be placed on probationary status for the items listed in below.

   A. required paperwork, such as master lists, were not submitted on a timely basis.

   B. pre-certification of youths was often incomplete resulting in youths having to return with documentation.

   C. made no referrals to the Educational Component.

   D. monthly invoices were late.

   If there is no improvement in these areas during the 1995 SYETP, staff recommends that PHNH **not** be selected for the 1996 SYETP assuming the same program design is approved.

4. That the PIC not enter into a subcontract with the SFUSD for the Summer Training and Education Program (STEP) until the comprehensive statistical report requested by the Evaluation Committee is presented to the Evaluation Committee.

   At the Committee meeting, staff reported that the SFUSD said it would have the report completed by theMarch 24.

TABLE A

Subcontractor	Area	Percent	Dollar Amount
Careers Abound	Severely Disabled	0.03000	To Be Determined
S.F. Unified School District	Citywide-Public Schools	0.33000	To Be Determined
Bernal Heights Neighborhood Ctr.	Citywide-Private Schools	0.04750	To Be Determined
Young Community Developers, Inc.	Bayview/Hunters Point	0.05754	To Be Determined
Vietnamese Yth. Dev. Center	Central City	0.05613	To Be Determined
Community Educational Services	Chinatown/North Beach	0.04237	To Be Determined
Horizons Unlimited	Mission	0.10301	To Be Determined
Ingleside Community Ctr. Inc.	Oceanview/Merced/Ingleside	0.03099	To Be Determined
Mission Neighborhood Ctr.-Precita	Outer Mission	0.04232	To Be Determined
Potrero Hill Neighborhood House	Potrero Hill	0.02663	To Be Determined
Chinatown Youth Center - Directions	Richmond/Sunset	0.11594	To Be Determined
Visitacion Valley Comm. Ctr.	Visitacion Valley	0.03556	To Be Determined
YMCA-Buchanan Branch	West.Addition/Haight Ashbury	0.08201	To Be Determined
	Work Experience Totals	1.00000	
Subcontractor	**Area**		**Dollar Amount**
S.F. Unified School District	In School Ed. Component	NA	To Be Determined
S.F. Educational Services	Older Youth Ed. Component	NA	To Be Determined

NA - Percent calculation not applicable to this component.
To Be Determined - when the PIC receives official notice from JTPD.

cc: Lydia Rios, JTPD
PIC Subcontractors, including summer
PIC Staff
Members, PIC Planning Committee

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3/9/95

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MEMORANDUM

TO: ALL COUNCIL MEMBERS AND SUBCONTRACTORS **DATE:** MARCH 9, 1995

FROM: STEVE ARCELONA

SUBJECT: SUBMISSION OF AN APPLICATION TO THE U.S. DEPARTMENT OF LABOR FOR A "ONE-STOP CAREER SYSTEM LEARNING LABORATORY AND TEST SITE" GRANT, AVAILABILITY OF "PUBLIC REVIEW COPIES", AND A SUMMARY OF IT

Based on the Council's January 10th instructions, PIC staff prepared and, on March 2nd, the Mayor forwarded the PIC's application for one of the ten "One-Stop Career Center System Local Learning Laboratory and Test Site" grants that the U.S. Department of Labor will be awarding across the country.

The grant application describes:

- the existing geographic, population, political, and economic factors of the City and County of San Francisco;
- the existing educational, employment, and training programs and the written agreements (about a dozen which have an indeterminate period and from 400 to 600 each year that have periods of from one to two years) linking them to form the nucleus of San Francisco's One-Stop Career System;
- additional employment and training programs based in San Francisco that are proposed to be incorporated within the One-Stop Career System with additional linkage agreements;
- the application of each of the U.S. Department of Labor's four attributes to San Francisco's current and proposed One-Stop Career Systems:
  - "universality";
  - "customer choice";
  - "integration";
  - "performance-driven outcome-based measures"; and
- the "Local Labor Market Information Network" serving San Francisco's One-Stop Career System;
- the current and proposed provisions for training of personnel (particularly "front-line" personnel) in that system;
- a proposed statement of work for a "Local Learning Laboratory" based on this One-Stop Career System;
- alternative proposals for using this One-Stop Career System as a "Test Site" for one or more aspects of all systems specified by the U.S. Department of Labor; and
- the specific and (in the absence of any specified demands that would be placed on the system from State and Federal Governments) general resources that would be required to implement the proposed "Local Learning Laboratory" and one or more of the proposed "Test Sites" in addition to those resources that are currently required to plan, administer, and operate programs in San Francisco's One-Stop Career System.

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The proposal contains a wide array of features related to both a "One-Stop Center" and a "One-Stop System" that pose particularly relevant potential issues for a "Local Learning Laboratory". For example:

- To what extent can (or, perhaps, should) individualized education and job training programs that are intended to be fully responsive to the demands of individual employers and of individual job seekers be "integrated and consolidated" without losing their "individualized characteristics"?

- Stated differently, when do the exigencies for "program integration and consolidation" outweigh the objectives of "customer choice and satisfaction"?

- For a very densely populated and compact urban area, with consolidated and congruent local political jurisdictions, with a diverse population of employers, with a very diverse population of actual and potential job seekers, and with a relative wide array of effective and highly-targeted employment and training programs and services addressing as many potential combinations of those two diverse populations as possible, which is more feasible --- a "One-Stop Center" (in which all basic services are physically colocated) or a "One-Stop System" (in which information on acquiring all services is centrally and comprehensively accessible but the provisions of services are dispersed)?

- In San Francisco's One-Stop Career System, the administration of all employment and training programs and services financed under the *Job Training Partnership Act* and the *Wagner Peyser Act* will be physically colocated and can be acquired through a "One-Stop Center", once the PIC and the State complete their negotiations for the former to lease a portion of one of the latter's EDD Offices;

    - however:

        - most employment and training programs and services authorized and financed under the *Job Training Partnership Act* will be provided at other sites within the City and County of San Francisco;

        - while almost all employment and training programs and services authorized and financed under the *Wagner Peyser Act* will be provided at two San Francisco offices of the EDD.

    - Similarly, all other basic programs and services financed by the U.S. Department of Labor for which integration in all "Local Learning Laboratory" grant applications is "required" are part either of a "One-Stop System" (e.g., all programs and services financed under the JTPA and the *Older Americans Act*, while provided at different physical locations, are accessible at either location or at the planned PIC/EDD Office) or a "One-Stop Center" (e.g., some of the veterans services programs are actually colocated and provided at a single physical location).

    - A myriad of other programs and services, financed from sources other than the U.S. Department of Labor (e.g., the U.S. Department of Health and Human Services, the U.S. Department of Commerce, the City and County of San Francisco with local *ad valorem* monies, a variety of private sector sources, etc.), are already integrated into San Francisco's One-Stop Career System.

    - Other programs and services financed by the U.S. Department of Labor and for which integration in all "Local Learning Laboratory" grant applications is "encouraged" (i.e., Migrant and Seasonal Farm Worker Programs, Homeless Training, Native American Programs, School-to-Work Opportunities Programs, Job Corps, and Bureau of Apprenticeship and Training Programs) are either already fully integrated into San Francisco's One-Stop Career System (e.g., homeless programs and services financed with JTPA Title IIIA-Formula monies for "long-term unemployed homeless individuals", etc.) or are planned to be integrated.

- To what extent is current fragmentation and potential redundancy among various federally-financed employment and training programs dictated by statutory (as opposed to regulatory) requirements on the State, the local, or both levels of government?

- Under those various federal statutes and their regulations, to what extent does either the State, the local, or both levels of government possess sufficient discretionary authority to integrate and to consolidate additional programs?

The applicant for this grant is the Private Industry Council of San Francisco, Inc. (PIC) under its "Partnership Agreement" with the Mayor of the City and County of San Francisco.

A few copies of the complete grant application are available for review by any interested individual in the PIC's main office. For additional information about this grant application, please contact either of us.

cc: PIC Staff
Application File

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3/14/95

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

DRAFT OF MINUTES

for a meeting
of the Private Industry Council of San Francisco
March 14, 1995

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Members present: Chairman John Dewes, Mr. Brian Cahill, Mr. Steve Coulter, Mr. Gary Fitschen, Ms. Mary Edington, Mr. Thomas Evans, Mr. Paul Gormsen, Ms. Vanessa Johnson, Mr. Frederick Jordan, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Maurice Miller, Mr. Fairfax Randolph, Mr. Billy Ray, Mr. Kent Sims, Ms. Barbara Thompson, Dr. Chui Tsang and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Ms. Joyce Crum, Ms. Winna Davis, Mr. Howard Eng, Ms. Roberta Fazande, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sululagi Palega and Ms. Clara Wong

Public present: Mr. Ricardo Alva, Ms. Betty Baham, Ms. Courtenay Carr, Ms. Joyce Cho, Ms. DeeAnne Davis, Mr. Isaam Iddeen, Mr. John Knox, Ms. Delfina Geiken, Mr. Gil Gordon, Ms. Elaine Swalley, Mr. Oliver Wang and Mr. A. Willis

The meeting began with a quorum at 3:10 p.m.

Public testimony on agenda items
There was no public testimony on agenda items.

Approval of minutes
A motion to approve the minutes from the January 10th Council meeting as submitted was seconded and unanimously approved.

Since the January 10th Council meeting lacked a consistent quorum, Mrs. Luttgens made a motion to ratify the agenda items outlined on page three of the minutes for that meeting, and that motion was seconded and approved, with Mr. Evans abstaining on item three.

Chairman's report

Ratification of partnership agreement with the Mayor
Mr. Dewes said he was pleased to announce that the two-year partnership agreement between the PIC and the Mayor has been signed. A motion to approve the partnership agreement was seconded and unanimously approved by the Council.

Mr. Miller arrived at the meeting.

Proposed employment & training issues forum for PIC meetings
Mr. Dewes asked members whether Council meetings should regularly include a presentation and discussion of issues and developments related to employment and training at which Council members would be encouraged to raise their questions, ideas and concerns. Mr. Evans noted this could "help bring life to these documents".

With welfare reform high on Congress's agenda, Mr. Arcelona directed Council members to copies of a February 13th column on public assistance programs written by Mr. Cahill and his February 1995 report, "Transferring the Burden, Ignoring the Impact: The Impact of Federal and State Welfare Reform on San Francisco, Its Children, Families and the Poor".

Next Council meeting
The Council's April 11th meeting will be at PG&E's Energy Center at 851 Howard Street, Mr. Dewes announced. He thanked Mr. Coulter and Pacific Bell for generously providing the Council these past few years with the auditorium at 140 New Montgomery Street.

Committee reports

Nominating Committee
The Nominating Committee submitted to the Mayor on February 16th three nominees to consider for the Council's two employer vacancies, Mr. Dewes said. Noting that there are also two employer member vacancies on the PIC's Board of Directors, Mr. Dewes asked that the names of interested Council members be submitted to the Nominating Committee.

Evaluation Committee
Mrs. Luttgens said the Evaluation Committee will meet January 19th to review data on JTPA programs, including the 1994 Summer Youth Employment & Training Program. Preliminary analysis of these programs suggests there has been under-service to youth, particularly at-risk Black youth, she said. A report on STEP, commissioned by the San Francisco Unified School District, should be ready for review by March 24th.

Mrs. Luttgens discussed an evaluation of the San Francisco Assessment Center which the PIC and City College of San Francisco have jointly operated. Mr. Arcelona noted that reporting problems cited by Mrs. Luttgens have been resolved, and that PIC and CCSF are now discussing ways to continue operating the Center once State funding ends on June 30th.

Mr. Jordan arrived at the meeting.

Proposed rescissions of JTPA funds
Referring to his March 13th memorandum, Mr. Arcelona said that the proposed rescission of JTPA funds — including 85% of funds for the year-round Title IIC-Youth, 7% for Title IIB-Adult, 10% for Title III-Displaced Workers, and all Title IIB-SYETP monies for 1995 — is moving quickly through the House of Representatives. While the House is likely to approve the rescission, its fate in the Senate and, should it be approved there, with the President, is unclear. It is "incomprehensible" to cut summer program funds this late in the year, Mr. Dewes said, and Congress's action puts service delivery areas nationwide in an "untenable situation" as they are forced to plan a program for which funds may not, at the last moment, be available.

Dr. Tsang arrived at the meeting.

Mr. Holland explained that the PIC is using approximately $300,000 in SYETP funds carried-over from last year to start-up and plan this summer's program, and is borrowing the additional $200,000 needed from other JTPA accounts. Council members expressed concern for liabilities incurred by borrowing funds, and while Mr. Holland said this could be disallowed by auditors, he said he thought it highly unlikely given a legal precedent for this set in 1987. In addition, he said that the State has informally instructed California's SDAs to proceed with their summer programs under the assumption that funding will be available. Costs for San Francisco's SYETP "skyrocket" in late June, Mr. Holland noted, when the program's 2,500 low-income youth begin their eight weeks of paid work experience.

Following a lengthy discussion of the matter, Mr. Dewes instructed PIC staff to minimize their expenditures as much as possible while continuing their efforts to prepare for the 1995 SYETP.

Planning Committee
Mr. Fitschen discussed the contents of his February 28th memorandum, "Planning Committee recommendations of evaluation criteria for selection of the Program Year 1995 subcontractors for

JTPA Titles IIA, IIB-SYETP, IIC and III", and said he would separate the recommendations into two parts for consideration by the Council.

A motion made by Ms. Thompson and seconded by Mr. Jordan to approve the JTPA evaluation criteria as recommended was unanimously approved by the Council.

A second motion by Ms. Thompson to approve changes to the 1994 Title IIB-SYETP design as recommended was seconded and also approved unanimously.

Mr. Jordan and Mr. Dewes left the meeting, and Mr. Fitschen took over as chairman for the remainder of the meeting.

Jobs For Youth
Council members were invited by Mr. Wolfson to attend the annual Jobs For Youth breakfast on May 17th at the Sheraton Palace Hotel. He reported that, to date, Committee on Jobs companies have contributed $44,000 to support Jobs For Youth, television and radio public service announcements are under development, a monthly reporting system to track job orders and placements has been implemented, and a deadline of May 1st set for automation of the 861-JOBS telephone system.

Staff reports

One-Stop Career System proposal
Referring to Mr. Arcelona's March 9th memorandum, Mr. Holland discussed the submission of an application to the U.S. Department of Labor for a $350,000 One-Stop Career System Learning Laboratory and Test Site grant.

Job Development Broker proposal
No word has been received from the USDOL on the Job Development Broker proposal submitted by San Francisco for funding, Mr. Holland said.

Treasure Island base closure
About 300 civilian employees are expected to be laid off over the next few years with the closure of the military base at Treasure Island, Mr. Holland said. Only a few of them are likely to seek assistance from the PIC, and staff anticipates being able to serve that group from the regular Title III allocation.

President's report

Form 730 deadline
Mr. Arcelona reminded Council members that the deadline for completion of their Form 730 Statement of Economic Interests is April 1st. There is a late filing fee of $10 per day.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:25 P.M.

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

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4/11/95

Due to security requirements, all Council members, subcontractors & members of the public who wish to attend must RSVP to the PIC's receptionists at 621-6853 no later than Friday, April 7th

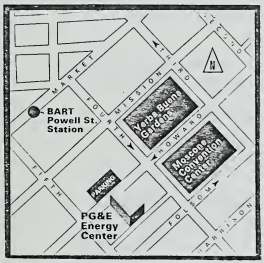
Note new meeting location

DATE:	Tuesday, April 11th, 1995
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th & 5th streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.



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Issued April 3rd, 1995

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Agenda

PRIVATE INDUSTRY COUNCIL

meeting of April 11th, 1995

1. Public testimony on agenda items * *

2. Adoption of agenda *

3. Approval of minutes
   a. By the Directors, for the Board's March 14th meeting (enclosed) *
   b. By the Council, for the Council's March 14th meeting (enclosed) *

4. Forum: Welfare reform (materials enclosed) — Brian Cahill

   ➨ Forum *is a presentation and discussion of issues and developments related to employment and training, and their effects upon people and the public and private sectors.* Forum *is a regular portion of each Council meeting during which Council members are encouraged to raise their questions, ideas and concerns. Topics for future* Forums *may also be brought up at this time, or by contacting the Chairman, President or Council Secretary.*

5. Committee reports
   a. Planning Committee— Gary Fitschen
      1. recommendations of subcontractors for the 1995 JTPA Title IIB Summer Youth Employment & Training Program (materials enclosed) *
      2. recommendations for year-round subcontractors for JTPA Titles IIA, IIC & III (materials enclosed) *
   b. Jobs For Youth Committee — Craig Wolfson

6. Staff reports
   Treasure Island Base Closure status report

7. President's report
   a. Supportive Housing Proposal (materials to be mailed) *
   b. Update on proposed rescissions of JTPA funds

8. Public Testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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Agenda item 4

TRANSFERRING THE BURDEN IGNORING THE IMPACT

The impact of federal and state welfare reform on San Francisco, its children, families and the poor

Update # 1
March 20, 1995

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Prepared by
San Francisco Department of Social Services
Brian Cahill, General Manager

City and County of San Francisco

Department of Social Services

Brian F. Cahill
General Manager

Assistant General Managers
Sally Kipper
Pat Reynolds
John R. Vera

March 20, 1995

A note on Update #1:

The U.S. Congress continues to debate numerous welfare reform proposals and has not made any final decisions. The information in Update #1 reflects welfare reform proposals that were passed out of the committee to the full House of Representatives. Despite the potential for additional changes, we felt obligated to issue an update of our original analysis. While we view some of the amendments that have been incorporated into the welfare reform proposals as positive because they are retaining programs that work and laws that protect vulnerable children, it is becoming increasingly evident that the reform will be hurting the same needy families from multiple angles. Examples of the new restrictions include:

- Cash welfare payments to poor families will be reduced
- Regulations for child protective services may be weakened
- Eligibility for nutrition programs will be restricted and benefits will be reduced
- Access to child care will be limited
- Employment and training programs will be available to fewer people
- New opportunities for low income housing will be lost

Update #1 includes a new section on proposed reforms in food and nutrition programs as well as an indication of the types of programs that will be cut due to federal rescissions to current appropriations. In addition, other updates have been included; these are highlighted with an arrow: ◄

(415) 557-5000 P.O. Box 7988 San Francisco, California 94120

City and County of San Francisco

Department of Social Services

Brian F. Cahill
General Manager

Assistant General Managers
Sally Kipper
Pat Reynolds
John R. Vera

March 20, 1995

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(415) 557-5000 P.O. Box 7988 San Francisco, California 94120

TRANSFERRING THE BURDEN
IGNORING THE IMPACT

The United States is undergoing the most radical change in social welfare policy in 60 years. Fundamental to the proposals is the ideological shift from welfare as a guaranteed national right for every poor American to welfare as a privilege that should be granted only to those whom the states decide are deserving. The re-engineering of federal and state policies and funding mechanisms leaves local communities, especially urban ones such as San Francisco, at risk while the federal and state governments relinquish their responsibility for ensuring the success of their proposed changes.

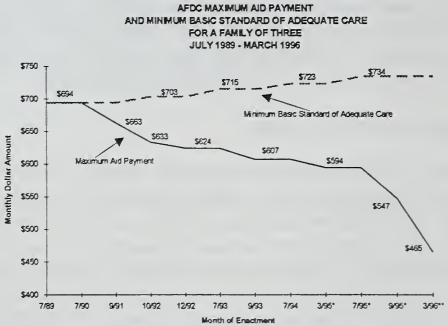
Unprecedented proposals for change

This convergence of state and federal proposals in virtually every area of welfare services, including services to abused and neglected children, is unprecedented. The concurrent reductions in AFDC and Child Welfare funding are uniquely counterproductive because reductions in family income create additional stresses to families, which traditionally impact the need for child welfare services. Never before have state and federal changes been simultaneous, offering such an array of proposals that it will be impossible to determine which changes work and which make the necessary services for vulnerable populations even more expensive.

Acknowledging the impacts

While there is clearly a need to change the welfare system to correspond with our values about family and work, policy makers must take into consideration the outcomes of their proposals. Reform should not only result in budget savings, but the product should also benefit the recipients and the community at large. Although the final proposals have not been decided, it is clear that the changes will result in reduced state and federal funding to localities. Welfare reform will impact more than just the poor. It will have repercussions crossing all economic levels, impacting businesses, all government services and the basic needs of the clients. This report summarizes the major state and federal proposals for welfare reform and analyzes the impact on the San Francisco community in general, and on the children, families and other recipients of government assistance.

- AFDC has been reduced by 15% over the last five years in California. Further cuts, as proposed in the Governor's budget, would push already destitute families and teen mothers deeper into poverty. **Some families may become homeless** as they will no longer be able to afford housing on their greatly reduced AFDC grant.



As the cost of living continues to rise, AFDC families in California have received less than the federally determined minimum standard of adequate care since 1991, with the gap increasing each year.

- At the same time parents are being required to work as a condition of receiving aid, the **job preparation and childcare services that enable a permanent and successful transition to work are being reduced**.

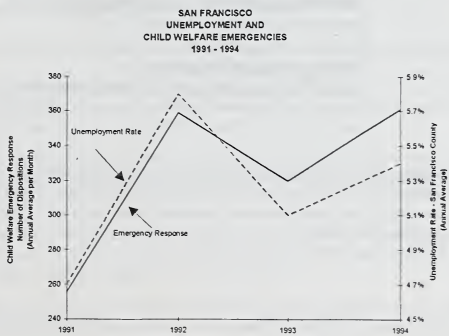
- Adults on AFDC would be required to submit to **mandatory random drug testing**. There is no mention of funding for the testing, nor where funding for treatment in an already overburdened system would come from.

- The Governor's budget proposes increasing the county share of AFDC costs in exchange for the state's assumption of a larger share of trial court costs. The Governor acknowledged that this is an uneven trade, **with the counties assuming an additional $241 million burden** statewide.

- The City may be required to create community service jobs for welfare recipients who can not find employment on their own, **increasing the administrative costs of local government.**

Impact of Federal and State Child Welfare Services Reforms and Cutbacks on San Francisco's Families and Children

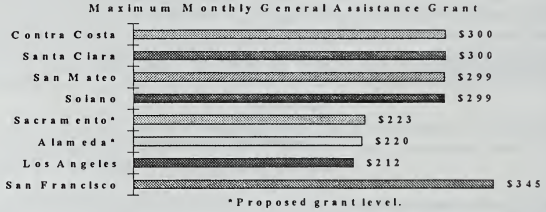
- **Abused and neglected children may be denied services** or remain in an abusive situation for a longer time because of inadequate funding or inconsistent regulations. Foster care or group care will be restricted to only the most severe cases of abuse.
- As state and federal regulations are "relaxed" and responsibility shifts to the counties, **jurisdictions will implement inconsistent procedures** to protect children, making it possible to simply cross a county or state line to encounter new rules for visitation and guidelines for removing a child from an abusive situation. Update: Congress appears inclined to maintain the federal Child Protection standards.
- **Families may be broken up** and families that currently can be reunified after intervention services have been rendered will have reduced prospects for reunification if family preservation and other support services are cut.
- Foster children, required to leave the child welfare system at age 18, **may not be adequately prepared for life on their own** if cuts are made to education and life skills programs.
- Foster parents will likely receive **less training** and lower payments for caring for foster children.
- As the economy worsens (measured below by the unemployment rate), the need for emergency child welfare services increases. It does not make sense to tie the funding for child welfare services to the state sales tax -- when sales tax revenues decrease, we would expect an increase in child welfare emergencies. The new funding mechanism means that unanticipated caseload increases caused by future economic downturns or recessions would be the **responsibility of local government**



- As changes are made that deny eligibility for either SSI or AFDC, the GA caseload will increase with a corresponding increase in cash benefit costs. For example, elimination of SSI benefits for substance abusers **will increase the number of people eligible for General Assistance**, which would increase county costs by $9.5 million.

- Current state proposals would allow the following modifications to the GA program:
  - make the entire **GA program optional**
  - **limit the time** employable recipients can receive aid
  - **reduce the grant** when the recipient shares housing
  - limit the time any recipient can receive aid to a **maximum of two years**
  - permit the **use of vouchers** and deductions for medical care instead of cash

- Other counties are already making cuts in their GA programs. Assuming the San Francisco program remains intact, demand for GA in San Francisco may increase if surrounding counties continue to eliminate or seriously reduce their GA grants **causing many individuals to come to San Francisco for benefits**. Alameda has proposed reducing the cash grant by an amount equal to the cost of medical care for indigents and Sacramento is looking at a 22% cut in their grant.



- If San Francisco were to reduce its grant, which we do not recommend, we would expect **an increase in homelessness** as many GA recipients are only marginally housed, including 1,500 individuals who we recently have been able to get into stabilized supportive housing.

Impact of Federal Welfare Reforms and Cutbacks on San Francisco's Food and Nutrition Programs
(New Section in this Update)

- Food Stamp spending will be reduced nationwide by as much as $20 billion over the next five years and the total spending will be capped for each fiscal year. **Working low income households may go hungry** because they have reduced access to food.
- With Food Stamp benefits capped for each fiscal year, **the real value of food stamps may decrease** due to inflation.
- During times of economic downturn, states will not be able provide benefits to all of the people who need them because **funding will no longer be based on need**.
- Able bodied individuals between 18 and 50 would lose their food stamp eligibility if they were not able to find a job in 90 days. Individuals may be denied assistance even if they are willing to work but unable to find a job. In San Francisco, this could mean that **5,500 individuals each month could go hungry**. They would have $4.4 million less to spend on food in San Francisco each year.
- Legal **non-citizens will lose access to Food Stamps** even though they pay their taxes and work to support their families. In San Francisco, an additional 1,000 families could go hungry each month, with $800,000 less buying power over a year's time.
- Nutrition standards for school lunches will be relaxed and funding will decrease. **There is no guarantee that poor school children will have even one healthy meal a day.**
- WIC, the federal health and nutrition program for pregnant and postpartum women and their young children, will be cut by 10% immediately and up to 40% over the next 5 years. **Inadequate nutrition in the first few months of life often leads to costly health and developmental problems in later years**.

Impact of Federal Rescissions on Poor Families and Adults in San Francisco
(New Section in this Update)

- **San Francisco may lose up to $90 million in federal assistance** in various programs including homeless support, rental assistance and job training.
- **2,500 low income San Francisco youths will be denied summer jobs** due to a proposed cut in summer youth programs. Additional youths will be denied access to job training.
- 150 or more **economically disadvantaged adults will lose job training opportunities**. Over 50 dislocated workers, many of them homeless, will lose support services that would help them re-enter the work force.
- An 8% cut in Community Development Block Grant funds will hurt low income persons. **Everything from child care to mental health counseling will be cut back.**

Summary Analysis of Welfare Reform's Impact on the San Francisco Community

- As the Federal and State government shift costs to the local level, **San Francisco's capacity to pay for other essential services such as police, health, Muni or recreation and park programs will be reduced**. And as the local cost of welfare services increase, San Francisco's ability to maintain essential welfare services will also be jeopardized.

- Legislators recognize that government assistance and intervention continues to be necessary, but **State and federal funding would no longer be tied to the need** for assistance or protection.

- The local economy will lose state and federal dollars. The proposed 25% AFDC cut, the change in eligibility for Food Stamps and the 8% reduction in the SSI grant in the governor's budget would mean up to **a $25.7 million annual direct cash loss to the landlords, grocers, and other businesses of San Francisco. An additional $90 million will be lost** if the federal rescission bills are approved. These losses would be multiplied by the lack of spending and re-spending that would have occurred in the local economy.

- With less state and federal money available to the City, services contracted to community based organizations may have to be reduced, which **not only impacts the clients they serve, but the number of people these local organizations can employ.**

- **All welfare programs are interconnected, with changes in one program impacting others.** Some of the linkages between the programs include:
  - As AFDC grants are reduced, the need for child protective services increases due to the inevitable stress that comes to families in economic crisis
  - As SSI denies eligibility to more categories of people, the number of people eligible for GA -- the welfare of last resort -- will increase
  - As AFDC benefits for families and SSI benefits for elderly and disabled individuals are cut, there will be an increase in homelessness due to the inability to pay rent from the reduced monthly grant payments

- The reform proposals will be **hurting the same needy families from multiple angles**: Cash welfare will be reduced, child protective services will be limited, nutrition programs will be restricted, child care availability will be cut back, employment and training programs will be curbed and new housing opportunities will be lost.

- Federal and state eligibility restrictions in AFDC and SSI/SSP will result in a loss of clients' Medi-Cal coverage, **causing increased costs for indigent health care in San Francisco**.

- **Legal immigrants will lose access** to education, job training, nutrition, housing, cash assistance and social services.

STATE AND FEDERAL WELFARE REFORM PROPOSALS

AFDC

SUBJECT	FEDERAL PROPOSALS	STATE PROPOSALS
grant level	• California grant reductions would require a Federal waiver	• Recipient's grant will be reduced 10% for all recipients and an additional 15% for employable recipients after six months on aid
time limits	• Family removed from aid after 5 years; gives states option to lower limit to 2 years if at least 1 year spent in work program	• Employable parents denied aid after two years in program; children remain eligible
family cap	• Mothers already receiving welfare assistance will not be eligible for cash assistance if they have additional children, nor will the additional children be eligible for benefits.	• Grant payments will not be increased if additional children are born while family is on aid
maximum grant	• No Federal change	• Maximum grant cannot exceed equivalent of a minimum wage job
age/marital limit →	• No cash assistance to unwed mothers under 18 or their children. Amended to make teen mothers eligible for non-cash assistance.	• No state proposal
paternity →	• No aid given without establishment of paternity or if mother doesn't cooperate with the state to establish paternity, unless child conceived as a result of rape or incest. States must attain progressively increased paternity establishment rate up to 90%. States must enact earlier paternity establishment efforts, i.e. procedures in public hospitals and clinics and legal procedures. Amended to provide that once paternity is established, a family may receive the aid that was withheld as a penalty.	• State may exempt paternity establishment requirement if it determines that to do so would result in physical danger to the child or the relative claiming such aid
work →	• Must participate in a work program if recipient has been receiving welfare for at least two years. Work programs may be provided for a maximum of two years State must progressively increase job program participation rate from 4% in 1996 to 50% in 2003. Amended to require that among 2 parent families, states must achieve a work participation rate of 50% by FY 96 and 90% by FY 98.	• Grant will be gradually reduced as recipient completes mandatory training or enters workforce
homeless aid	• State-only program	• Homeless Assistance limited to once per lifetime
drug testing	• Random drug testing required of all recipients to receive aid	• No state proposal
education	• States may choose to reduce aid if parent has not completed high school or if child is not in school	• AFDC will be reduced if teen parent or dependent children are not in school
funding →	• All money will be distributed to state as a capped block grant Amended to set grant at amount state received in FY 1994. Had previously been the average of funds received in FY 91, 92 & 93.	• State share of aid payment cost will decrease from 47.5% to 25%; County will pay difference from savings realized by shifting trial court costs to state

CHILD WELFARE

SUBJECT	FEDERAL PROPOSALS	STATE PROPOSALS
funding →	• All money will be distributed to state as a capped block grant; funding will no longer be based on number of cases • Amended to require states to maintain FY 94 spending levels in order to receive the block grant and use the child protection block grant for specified purposes only.	• State will shift all child welfare costs to counties in exchange for .2215 cents of the state sales tax
child protection standards →	• Federal guidelines will be less defined, allowing for states to develop their own regulations as they see fit. Amended to restore many of the federal laws that protect children.	• State shifts setting of standards to individual counties (with exception of training)
citizen review panels	• States must have at least one citizen review panel for each metropolitan area of their state that meets quarterly and is broadly representative of the community	• No state proposal
childcare funds →	• Federal childcare programs will be consolidated into a single capped block grant at amount state received in FY 1994. Had previously been the average of funds received in FY 91, 92 & 93.	• No state proposal

SSI/SSP

SUBJECT	FEDERAL PROPOSALS	STATE PROPOSALS
eligibility	• Drug or alcohol addiction as primary diagnosis will no longer be a qualifying disability; part of savings from limiting eligibility will pay for drug treatment • Restricts eligibility criteria for certain SSI children	• Drug or alcohol addiction will no longer be a qualifying disability
grant level	• No Federal proposal	• State will reduce grant by 8% • Grants for couples will be reduced from 2 to 1.75 times that of an individual
funding →	• All money will be distributed to state as a capped block grant; • Amended so states are not required to maintain a minimum level of spending in order to receive the federal funds.	

LEGAL IMMIGRANTS

SUBJECT	FEDERAL PROPOSALS	STATE PROPOSALS
ineligibility	• **NOT** eligible for 5 health, nutrition, cash assistance and social services programs. Exceptions: Refugees for first five years in U.S.; legal immigrants over 75 years of age who have resided in U.S. for 5 years; & veterans (Effective 1 year after enactment of bill). Bill originally excluded immigrants from all programs. • The Child Protection Block Grant was amended to allow states to grant benefits to non-citizens.	• No state proposal
illegal aliens	• AFDC administering agencies must provide information on illegal aliens with children who are U.S. citizens to the Immigration and Naturalization Service • Amended to prohibit states or counties from providing any public assistance to illegal aliens except emergency medical services, immunizations or treatment of communicable disease.	• No state proposal
sponsorship	• Sponsorship agreement is made **legally** binding until the immigrant becomes a citizen • Amended to require sponsor to be wholly responsible for all needs of immigrant.	• No state proposal

GENERAL ASSISTANCE

SUBJECT	FEDERAL PROPOSALS	STATE PROPOSALS
GA options	• State-only program	• Proposed state law revisions allow counties options in the GA program including: - eliminate the GA program entirely - limit the time employable recipients can receive aid - reduce the grant when a recipient shares housing - limit the time any recipient can receive aid to two years - allow a period of ineligibility for client misrepresentation/fraud - permit the use of vouchers and deductions for medical care instead of a cash grant

FOOD AND NUTRITION PROGRAMS

(New Section in this Update)

SUBJECT	FEDERAL PROPOSALS	STATE PROPOSALS
funding	• Nationwide expenditures on Food Stamps programs will be cut by up to $20 billion over the next five year. Total spending in each fiscal year will be capped. • States that implement an Electronic Benefit Transfer system can receive a block grant allowing them more regulatory flexibility • WIC funding would be reduced by 10% immediately and up to 40% over the next five years. • School lunch funding may be reduced by as much as 20%	• No state proposals
Commodity Programs	• Consolidates programs that distribute commodities including Emergency Food Assitance, Soup Kitchen and the Food Bank Program • States would be permitted to sell surplus food that is currently given to low income people free of charge	
work	• Able bodied individuals between 18 and 50 who are not caring for a dependent child would be required to work a minimum of 20 hours per week in order to receive benefits. Those that were not employed would be ineligible for Food Stamps after 90 days	
school lunch	• Nutrition standards for school lunches will be relaxed, as will the definition of a meal.	
fraud	• Increased sanctions will be imposed for trafficking Food Stamps • Retail establishments found guilty of Food Stamp fraud will face longer sanction periods.	
WIC	• All federal nutrition guidelines will be eliminated for this program that provides food to pregnant and post partum women and their young children.	

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR JORDAN

DATE: MARCH 30, 1995

FROM: GARY FITSCHEN, CHAIRMAN

SUBJECT: PLANNING COMMITTEE RECOMMENDATIONS FOR THE 1995 JTPA TITLE IIB-(SYETP) **(ITEM 5.a.1. ON THE COUNCIL'S APRIL 11TH AGENDA)**

On March 14th, the Council approved an overall design for the 1995 Summer Youth Employment and Training Program (SYETP), another cycle of the Summer Training and Education Program (STEP) within it pending receipt of a report from the San Francisco Unified School District (SFUSD) on previous cycles of the STEP, and the conditions under which 1994 SYETP Subcontracts should be considered for renewal.

On or about that same date:

- the State announced its initial estimates of the allocations of 1995 SYETP monies for all California SDAs based on the appropriations of them enacted in October of 1994 and earlier;
- the House of Representatives proposed that all monies appropriated for the 1995 SYETPs be rescinded (creating potential PIC liabilities for all expenditures of them already being incurred);
- the U.S. Department of Labor (USDOL) and the State reaffirmed their prior instructions that, despite that proposed rescission, planning, development, and implementation of the 1995 SYETPs proceed as scheduled;
- the USDOL subsequently provided written assurance that, should any 1995 SYETP monies be rescinded, costs actually incurred would be reimbursed (resolving that potential PIC liability);
- the State subsequently provided the PIC with $2.6 million of the estimated allocation of $3.3 million of allocated 1995 SYETP monies (resolving that potential PIC liability); and
- the Senate Appropriations Committee proposed that no 1995 SYETP monies be rescinded at all.

On March 30th, the Committee held a three-hour public hearing to consider the PIC Staff's recommendations, proponents' recommendations, and other public testimony and to formulate its own recommendations.

The SFUSD provided to the Committee and to Ms. Luttgens (Chairwoman of the Evaluation Committee who attended this meeting) a report on the results obtained for students who participated in previous cycles of STEP. Based on that report, Ms. Luttgens and the Committee are recommending that another cycle of STEP be started in the 1995 SYETP, that PIC and SFUSD Staffs consult more closely on the next report, and that report be provided to the Evaluation Committee by no later than October 31st of this year. The Committee is also recommending the attached subcontract budgets for the 1995 SYETP.

Since the Senate had still not completed its deliberations when the Committee formulated these recommendations, since the House and the Senate have not yet had an opportunity to reconcile any differences that may exist between their proposed rescissions, and since the President has not had an opportunity to review or respond to any reconciled proposal from Congress, the PIC Staff will publish the latest developments on these issues at the Council's next meeting of April 11th,.

cc: Same as for the March 30th Titles IIA, IIC, and IIIA Recommendations

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ATTACHMENT A

PLANNING ESTIMATES FOR SYETP 1995

1995 Allocation	$3,326,883	JTPA Information Bulletin 95-43
Plus PY'94 Carry-in	$312,322	
Subtotal	$3,639,205	
Less 10.78% PIC Administration	$392,406	
Subtotal	$3,246,799	
Less Cost for CTBS Scores & Work Permits	$8,150	
Less Intake, Certification, Prog.Comp. Spec.	$273,349	
Total Available For Program Activities	$2,965,300	

WORK EXPERIENCE	Percent	Total $	Program $	Admin. $	Slot Level
Severely Disabled	0.03000	$78,300	$74,385	$3,915	58
Citywide-Public Schools	0.33000	$864,000	$820,800	$43,200	864
Citywide-Private Schools	0.04750	$124,000	$117,800	$6,200	124
Bayview/Hunters Point	0.05754	$151,000	$143,450	$7,550	151
Central City	0.05613	$147,000	$139,650	$7,350	147
Chinatown/North Beach	0.04237	$111,000	$105,450	$5,550	111
Mission	0.10301	$270,000	$256,500	$13,500	270
Oceanview/Merced/Ingleside	0.03099	$81,000	$76,950	$4,050	81
Outer Mission	0.04232	$111,000	$105,450	$5,550	111
Potrero Hill	0.02663	$70,000	$66,500	$3,500	70
Richmond/Sunset	0.11594	$304,000	$288,800	$15,200	304
Visitacion Valley	0.03556	$93,000	$88,350	$4,650	93
West.Addition/Haight Ashbury	0.08201	$215,000	$204,250	$10,750	215
Work Experience Totals	1.00000	$2,619,300	$2,488,335	$130,965	2,599

NON-WORK EXPERIENCE		Total $	Program $	Admin. $	Slot Level
In School Ed. Component	*Includes wages*	$120,000	$114,000	$6,000	**200*
Older Youth Ed. Component	*Includes wages*	$51,000	$48,450	$2,550	40
STEP VII	*Includes wages*	$175,000	$166,250	$8,750	**100*
PROGRAM GRAND TOTALS		$2,965,300	$2,817,035	$148,265	2,639

PIC administration revised from 11.20% to 10.78%
Other PIC charges (Intake, Certification, etc.) reduced from 11.00% to 8.75% due to underexpenditure.
STEP dollar amount revised from $200,000 to $175,00 based on last year's expenditure

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR JORDAN

DATE: MARCH 30, 1995

FROM: GARY FITSCHEN, CHAIRMAN

SUBJECT: PLANNING COMMITTEE'S RECOMMENDATIONS FOR PY '95 JTPA TITLES IIA, IIC, AND IIIA BUDGETS AND SUBCONTRACTS **(APRIL 11TH AGENDA ITEM 5.a.2.)**

Background:

On March 14th, the Council approved criteria for establishing all JTPA Titles IIA, IIC and IIIA budgets and subcontracts for purposes of the PY'95 Modification to San Francisco's PY'94-'95 Job Training Plan which, under the statute, must be concurrently approved by the Council and the Mayor by April 12th. The estimated allocations of those PY'95 monies (which were appropriated in October of 1994 and earlier) had just been announced by the State and the U.S. House of Representatives was then considering various proposed rescissions of some of those monies which were subsequently approved on March 16th.

On March 30th, the Committee held a three-hour public hearing to consider the PIC Staff's recommendations, proponents' recommendations, and other public testimony concerning the applications of the estimated allocations to those approved criteria and to formulate its own recommendations. While the rescissions of some of those monies proposed by the House were known, the differing proposed rescissions of some of those same monies then being considered by the U.S. Senate were not yet known.

Since the Senate had still not completed its deliberations when the Committee formulated these recommendations, since the House and the Senate have not yet had an opportunity to reconcile any differences that may exist between their proposed rescissions, and since the President has not had an opportunity to review and to respond to any reconciled proposal from Congress, the PIC Staff will publish the latest information on any developments in these respects on or just before the Council's next meeting of April 11th, when these Committee recommendations are scheduled to be considered.

Strategies for Possible Unspent PY'94 Monies and Possible PY'95 Rescissions:

Substitution of "cost reimbursement subcontracts" for "fixed-unit-price performance-based subcontracts" at the beginning of PY'93 has produced increasingly intolerable delays in reporting by some of the PIC's Subcontractors. There have been instances in which monthly invoices have been submitted anywhere from nine to twelve months late. As a result, it has sometimes been difficult to determine precisely where the PIC stands with respect to the liquidations of its subcontract obligations and this has delayed the reprogramming of unspent monies (e.g., in the modifications of PY'94 subcontracts which was not accomplished until January of 1995). A penalty clause of ten dollars per day for every late report (to be deducted from the amount invoiced) was incorporated in all subcontracts for PY'94 in order to address this problem; however, it has not yet been enforced.

As a result, the Committee is recommending that the PIC Staff begin enforcing that penalty provision in the remaining months of PY'94 and that conservative estimates of the amounts of anticipated unspent PY'94 monies be committed at the beginning of PY'95 to accommodate the new "first-in, first-out" (i.e., FIFO) accounting convention that has been necessitated by the 1992 amendments to the Act requiring that all monies be tracked by their years of appropriation.

In addition, the Committee is recommending that, because:

- there is no way of predicting when final decisions on the proposed rescissions will be made; or

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- exactly how these recommended plans and subcontract commitments may have to be revised in accordance with any such decisions,

that, should the total amount of monies that actually becomes available for any subpart of the plan be:

- ninety percent or more of what is currently being estimated, the amounts budgeted for all subcontracts would be reduced proportionately; and

- less than ninety percent of what is currently being estimated, the PIC Staff will return to the Committee, the Council and the Mayor with substitute recommendations.

Bases for Recommending Subcontracts under JTPA Titles IIA, IIC, and IIIA:

To the extent they were available, planned and actual performance data for each PY'93 and PY'94 subcontract were arrayed for the Committee in accordance with the criteria approved by the Council as the bases for these recommendations. Several proponents being recommended for a PY'95 subcontract did not have either a PY'94, a PY'93, or either subcontract with the PIC.

Recommendations for JTPA Titles IIA and IIC Subcontracts Serving Economically Disadvantaged Adults and Youths:

The Committee is recommending that:

- all but three of the PIC's PY'94 JTPA Title IIA and IIC subcontracts be renewed for PY'95;

- five additional proponents PY'94-'95 subcontracts that were not selected for PY'94 subcontracts be selected for PY'95 subcontracts;

- monies be set aside for a "Joint JTPA-Senior Community Employment Program Project" with the National Council on Aging, as required by the State in its June 1994 approval of San Francisco's PY'94-'95 Job Training Plan; and

- monies be set aside to implement selected features of San Francisco's "One-Stop Career System".

The three PY'94 subcontracts not being recommended for PY'95 subcontacts are:

- the San Francisco State University Foundation "Bridges from School to Work" Program under the JTPA Title IIC (82%-Basic Youth) Subpart;

- the Youth Assistance Association Program under the JTPA Title IIC (82%-Basic Youth) Subpart; and

- the San Francisco Conservation Corps Program under the JTPA Titles IIA/C (5%-Incentive) Subpart.

The Committee is also recommending that the budget for the OJT component in the Chinatown Youth Center OJT subcontract [under the JTPA Title IIC (82%-Basic Youth) Subpart] be reduced by $52,001 and the budget for its Individual Referral (IR) to classroom training component be increased to $63,542.

This budget modification results from the State's decision requiring the minimum subsidized hourly wage for all OJT subcontracts under the JTPA Title IIC (82%-Basic Youth) Subpart to be increased from $7.62 to $8.59 for the remainder of PY'94 and to whatever the actual average hourly wage of all job placements in the JTPA Title IIA (77%-Basic Adult) Subpart eventually proves to be for all of PY'95.

Recommendations for the JTPA Title IIIA (60%-Formula) Subcontracts Serving "Long-Term Unemployed Homeless Individuals":

Since these PY'94 subcontracts did not begin until September of 1994 and since (at maximum) there was only five months of performance data available, the Committee is recommending continued renewal of these subcontracts for PY'95 based on a subsequent review of more significant performance data on them in May or June of this year.

Recommendation for Continuing the San Francisco Assessment Center:

The Committee is also recommending partial financing of San Francisco's Assessment Center from a mixture of PY'95 JTPA Titles IIA, IIC, and IIIA monies (based on preliminary estimates of the degrees to which those services will be used by applicants and new enrollees in each of the three JTPA Programs) and that PIC Staff continue to seek financial commitments from other San Francisco organizations wishing to use the center as a key element of the proposed One-Stop Career System for San Francisco.

The San Francisco Assessment Center was collaboratively developed and has been co-sponsored by the PIC, the City College of San Francisco (CCSF), the San Francisco Department of Social Services (SFDSS), the San Francisco Unified School District (SFUSD), and the San Francisco Offices of the State's Department of Rehabilitation (DR) and its Employment Development Department (EDD).

It has been financed under a three-year JTPA Titles IIA-IIC (8%-State Education Coordination Grant) "Cooperative Agreement" with the Chancellor's Office of California Community Colleges (COCCC) at annual amounts of $450,000, $300,000, and $150,000 with an equal amount of matching monies over the entire period. The three-year period expires this June.

The CCSF, the EDD, the PIC, and the SFDSS placed extensive demands on the center for its services along with several other unanticipated organizations (e.g., substance abuse rehabilitation programs, etc.) operating employment and training programs in San Francisco. Only a few PIC Subcontractors elected to use the center's services. In many cases, PIC Subcontractors developed and implemented competent assessment components of their own, usually targeted on those specific programs. However, it is believed that some subcontractors should be required to use the Assessment Center in PY'95.

It is clear to the PIC Staff that, after the beginning of PY'95 there will remain substantial demands for such an assessment center and its services from not only at least four of the six organizations that collaborated in its development (i.e., the CCSF, the EDD, the PIC, and the SFDSS) but from other PIC Subcontractors and other organizations.

However, it is also clear that the method of financing the center and its services must be modified. While neither a precise formula nor a fee-for-service arrangement has yet been developed [primarily because the JTPA Titles IIA-IIC (8%-SECG) financing for the center was subject to disturbingly inconsistent requirements that changed midway through the three-year period], it is the Staff's opinion that the PIC's interests in continuing the center must be supported by both JTPA Titles II and III and, where applicable, refugee program financing. In addition, it is essential that other organizations wishing to obtain services from the center be willing to support it financially, not just with in-kind services or space.

cc: All Planning Committee Members
Mayor's and PIC staffs
JTPA Titles IIA, IIC and III Proponents
Lydia Rios, JTPD
Mary Ann Goodwin, CDE

Attachments

Attachment A — PY'95 Planning Committee Funding Recommendations

Current PY'94 Budget | **Recommended PY'95 Budget**

Title II-A (77%) Basic Adult

PY'94 Grant Revenue	Total
PY'94 Initial Formula Allocation	2,365,506
PY'93 FIFO (77%)	1,870
PY'92 FIFO (78%)	41,356
PY'94 Total Availability —>	**2,408,732**

PY'95 Grant Revenue /1.	Total
PY'95 Initial Formula Allocation	2,821,909
PY'94 FIFO (Anticipated Surplus)	150,000
PY'95 Total Availability —>	**2,971,909**

		<—— PY '94 Obligations ——>			Σ Planning	<— PY '95 Recommendations —>			Σ Planning
Activity	Budget Item	Dir. Trng.	Trng. Rel.	Admin.	Obligation	Dir. Trng.	Trng. Rel.	Admin.	Obligation
IR	CRDC		11,349	1,038	12,387		36,996	3,384	40,380
IR	BAUL	26,284	1,537	2,751	30,572	34,281	2,005	3,588	39,874
IR	TBC (Third Baptist)	*No PY'94 IR Subcontract*			0	33,875	1,969	3,545	39,389
IR	JVS	*No PY'94 IR Subcontract*			0	27,490	1,598	2,877	31,965
IR	IR Pool	101,200			101,200	200,000			200,000
OCT	CACS	65,828	3,827	6,889	76,544	71,552	4,160	7,488	83,200
OCT	SFVS	74,645	2,575	7,210	84,430	81,201	2,801	7,843	91,845
OCT	CET	54,299	3,121	4,993	62,413	59,021	3,392	5,427	67,840
OCT	MHH / SOMEC	38,184	1,858	180	40,222	41,504	2,020	196	43,720
OCT	CCSF	23,072	1,342	1,953	26,367	50,157	2,917	4,246	57,320
OCT	AND	54,709	3,324	5,897	63,930	59,466	3,613	6,410	69,489
OESL	CRDC	118,143	6,600	12,337	137,080	146,821	8,202	15,332	170,355
OESL	KCI	63,827	3,707	6,677	74,211	69,387	4,030	7,259	80,676
OESL	MLVS	111,032	6,465	11,622	129,119	120,694	7,028	12,633	140,355
OJT	JVS	63,930			63,930	69,505			69,505
OJT	SFVS	44,845	469	4,343	49,657	48,733	510	4,720	53,963
OJT	AJ	88,382	4,161	7,875	100,418	96,067	4,523	8,560	109,150
OJT	BAUL	117,612	6,983	12,323	136,918	127,830	7,590	13,394	148,814
OJT	STP	137,634	7,956	14,398	159,988	171,883	9,936	17,981	199,800
OJT	OMICA	115,414	6,711	12,078	134,203	115,414	6,711	12,078	134,203
OJT	NCSL	*No PY'94 Title II OJT Subcontract*			0	38,700	2,250	4,050	45,000
OJT	OJT Pool	198,279			198,279	225,000			225,000
Assessment Center		*Funded in PY'94 by 8%-30%*				86,000	5,000	9,000	100,000
PIC Operations (Intake, Cert.)			100,000		100,000		80,000		80,000
Children's Council (Providers)			144,558		144,558		110,000		110,000
Children's Council (Operating)			39,968	11,005	50,973		15,682	4,318	20,000
Transportation, Health, Other			50,474		50,474		52,210		52,210
PMC (Employer Outreach)			22,682		22,682		27,803		27,803
PIC Administration				358,177	358,177			440,053	440,053
Program Year Budget =		1,497,319	429,667	481,746	**2,408,732**	1,974,581	402,946	594,382	**2,971,909**
Cost Category Obligations, % —>		*62.2 %*	*17.8 %*	*20.0 %*		*66.4 %*	*13.6 %*	*20.0 %*	

Unobligated Balance = **0**

Unobligated Balance = **0**

/1. CONTINGENCY INSTRUCTION TO STAFF:

In the event that either (a) PY'94 "anticipated surplus" dollars do not materialize or (b) allocated JTPA funds are rescinded by the federal government, take one of the following actions —

(1) IF THE TOTAL AVAILABILITY FALLS BY 10% OR LESS BELOW WHAT IS PROJECTED ABOVE, reduce each line item in the budget above "pro-rata" so that all share equally in the reduction;
OR

(2) IF THE TOTAL AVAILABILITY FALLS BY MORE THAN 10% BELOW WHAT IS PROJECTED ABOVE, return to the Planning Committee and Council with new recommendations.

Title II-C (82%) Basic Youth

PY'94 Grant Revenue	Total
PY'94 Initial Formula Allocation	1,462,068
PY'94 Formula Rescission	-110,985
PY'93 FIFO (82%)	214,076
PY'92 FIFO (78%)	12,926
PY'94 Total Availability —>	**1,578,085**

PY'95 Grant Revenue /1.	Total
PY'95 Initial Formula Allocation	1,440,286
PY'94 FIFO (Anticipated Surplus)	200,000
PY'95 Total Availability —>	**1,640,286**

		Current PY'94 Budget				Recommended PY'95 Budget			
		<—— PY '94 Obligations ——>			Σ Planning	<— PY '95 Recommendations —>			Σ Planning
Activity	Budget Item	Dir. Tmg.	Trng. Rel.	Admin.	Obligation	Dir. Tmg.	Trng. Rel.	Admin.	Obligation
IR	CRDC		16,930	1,650	18,580		18,402	1,794	20,196
IR	CYC	11,541			11,541	63,542			63,542
BRE/IR	SFES	*Formerly a 5% Incentive program*				31,049	1,805	3,249	36,103
IR	IR Pool	119,600			119,600	125,000			125,000
OCT	YAA	22,366	1,094	2,197	25,657				
OCT	CACS	14,267	630	1,103	16,000	11,414	504	882	12,800
OCT	SFVS	7,856	273	760	8,889	7,856	273	760	8,889
OCT	MHH / SOMEC	27,363	1,373	2,842	31,578	24,514	1,230	2,546	28,290
OCT	YGCIC	76,411	3,523	7,374	87,308	96,870	4,466	9,348	110,684
OCT	AND	97,263	5,911	10,453	113,627	105,744	6,426	11,364	123,534
OCT/OJT	Tides /2. /3.	*No PY'94 Subcontract*				47,111	2,739	4,930	54,780
OCT/OJT	Charity /3.	*No PY'94 Subcontract*				26,832	1,560	2,808	31,200
OESL	CRDC	105,375	6,064	11,021	122,460	105,375	6,064	11,021	122,460
OESL	MLVS	151,998	7,960	15,820	175,778	151,998	7,960	15,820	175,778
OESL	Glide/VYDC	22,155	6,981	2,605	31,741	22,155	6,981	2,605	31,741
OESL	CES	51,071	2,984	5,075	59,130	60,130	3,513	5,975	69,618
BRE	SFSU Foundation	54,387	3,135	5,176	62,698				
OJT	CYC	69,721	3,791	6,660	80,172	24,499	1,332	2,340	28,171
OJT	AJ	29,157		2,843	32,000	25,512	0	2,488	28,000
OJT	OMICA	73,789	4,290	7,722	85,801	73,789	4,290	7,722	85,801
OJT	OJT Pool	76,534			76,534	70,000			70,000
Assessment Center		*Funded in PY'94 by 8%-30%*				18,853	1,096	1,973	21,922
PIC Operations (Intake, Cert.)			55,000		55,000		50,000		50,000
Children's Council (Providers)			49,540		49,540		35,000		35,000
Children's Council (Operating)			17,872	4,627	22,499		5,560	1,440	7,000
Transportation, Health, Other			32,588		32,588		45,440		45,440
PMC (Employer Outreach)			10,902		10,902		15,345		15,345
PIC Administration				228,561	228,561			238,992	238,992
Program Year Budget =		1,010,854	230,841	316,489	**1,558,184**	1,092,243	219,986	328,057	**1,640,286**
Cost Category Obligations, % —>		*64.9 %*	*14.8 %*	*20.3 %*		*66.6 %*	*13.4 %*	*20.0 %*	
		Unobligated Balance =			**19,901** /4.	Unobligated Balance =			**0**

/1. **CONTINGENCY INSTRUCTION TO STAFF:** Same as Title II-A (77%) Adult program.

/2. The Tides Foundation (Garden Project) responded to the targeted Youth & Young Adult (African-American Male) solicitation of June 1994. Their enrollments must be African-American Males age 17-21 who reside in Bayview Hunters Point, Oceanview-Merced-Ingleside, or Visitacion Valley.

/3. Programs operated with these funds must be OCT/OJT with a subsidized wage of at least $8.59 per hour or even possibly more, not "limited work experience."

/4. An Unobligated Balance is created when actual contract negotiations result in slightly different awards and when agencies recommended for "rollover" dollars decline to accept the full amounts of their awards.

Title II-A (5%) Older Individuals

	Current PY'94 Budget	Recommended PY'95 Budget
PY'94 Grant Revenue	Total	
PY'94 Initial Formula Allocation	319,419	
PY'93 FIFO (5%)	59,418	
PY'92 FIFO (3%)	17,632	
PY'94 Total Availability —>	396,469	
PY'95 Grant Revenue /1.		Total
PY'95 Initial Formula Allocation		371,373
PY'94 FIFO (Anticipated Surplus)		25,000
PY'95 Total Availability —>		396,373

Activity	Budget Item	<— PY '94 Obligations —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligation	<— PY '95 Recommendations —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligation
OCT	REP	82,574	4,787	8,639	96,000	51,609	2,992	5,399	60,000
OESL	SHE	102,591	5,422	4,711	112,724	138,558	7,323	6,363	152,244
OESL	KCI	48,870	2,366	4,495	55,731	36,461	1,765	3,354	41,580
IR	NCOA Joint Project	36,744			36,744	41,861			41,861
Assessment Center		*Funded in PY'94 by 8%-30%*				4,556	265	477	5,298
PIC Operations (Intake, Cert.)			16,461		16,461		16,000		16,000
Transportation, Health, Other			15,360		15,360		12,000		12,000
PMC (Employer Outreach)			2,000		2,000		3,708		3,708
Administration, PIC				61,449	61,449			63,682	63,682
Program Year Budget =		270,779	46,396	79,294	396,469	273,045	44,053	79,275	396,373
Cost Category Obligations, % —>		*68.3 %*	*11.7 %*	*20.0 %*		*68.9 %*	*11.1 %*	*20.0 %*	
		Unobligated Balance =			0	Unobligated Balance =			0

/1. **CONTINGENCY INSTRUCTION TO STAFF:** Same as Title II-A (77%) Adult program.

Titles II-A/C (5%) Incentive

	Current PY'94 Budget	Recommended PY'95 Budget
PY'94 Grant Revenue	Total	
PY'94 Award for '93 Perform.	0	
PY'93 FIFO (5% Incentive)	217,465	
PY'92 FIFO (6% Incentive)	61,991	
PY'94 Total Availability —>	279,456	
PY'95 Grant Revenue /1.		Total
PY'95 Award for '93 Performance		189,919
PY'93 FIFO (Anticipated Surplus)		60,000
		0
PY'95 Total Availability —>		249,919

Activity	Budget Item	<— PY '94 Obligations —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligation	<— PY '95 Recommendations —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligation
BRE	SFCC	24,512	1,465	2,453	28,430				
BRE	PHCDC	21,156	1,230	2,214	24,600	46,472	2,702	4,863	54,037
BRE/IRO	SFES	24,449	1,421	2,559	28,429	*Moved to II-C (82%) Basic Youth*			
IR	IR Pool	10,909			10,909				
STEP	SFUSD "SYS"	59,133		5,495	64,628	32,800		3,048	35,848
STEP	PIC "SYS" Mentors	59,290			59,290	32,887			32,887
"One Stop" Contingency Fund		*See 3/95 Wagner-Peyser proposal*				41,908	2,437	4,386	48,731
Assessment Center		*Funded in PY'94 by 8%-30%*				2,872	167	301	3,340
PIC Operations (Intake, Cert.)			5,000		5,000		5,000		5,000
Children's Council (Providers)			13,639		13,639		25,000		25,000
Children's Council (Operating)			1,361	2,055	3,416		1,992	3,008	5,000
Transportation, Health, Other					0		3,360		3,360
PMC (Employer Outreach)					0		2,338		2,338
PIC Administration				41,115	41,115			34,378	34,378
Program Year Budget =		199,449	24,116	55,891	279,456	156,939	42,996	49,984	249,919
Cost Category Obligations, % —>		*71.4 %*	*8.6 %*	*20.0 %*		*62.8 %*	*17.2 %*	*20.0 %*	
		Unobligated Balance =			0	Unobligated Balance =			0

/1. **CONTINGENCY INSTRUCTION TO STAFF:** Same as Title II-A (77%) Adult program.

Attachment A — PY'95 Planning Committee Funding Recommendations

Title II-A/C (8%-50%) GAIN	Current PY'94 Budget				Recommended PY'95 Budget			
	PY'94 Grant Revenue			**Total**	**PY'95 Grant Revenue** /1.			**Total**
	PY'94 Initial Formula Allocation			152,277	PY'95 Initial Formula Allocation			150,000
	PY'94 Initial Match Allocation			132,655	PY'95 Initial Match Allocation			125,000
	PY'94 Formula/Match Rescission			*???*	*PY'94 FIFO (Anticipated Surplus)*			*???*
	PY'93 FIFO (8%-50%)			26,286				
	PY'94 Total Availability —>			**311,218**	**PY'95 Total Availability —>**			**275,000**
	<—— PY '94 Obligations ——>			Σ Planning	<— PY '95 Recommendations —>			Σ Planning
Activity / Budget Item	Dir. Trng.	Trng. Rel.	Admin.	Obligation	Dir. Trng.	Trng. Rel.	Admin.	Obligation
BRE The Family School	132,277	4,164	13,354	149,795	122,137	3,845	12,330	138,312
BRE/OCT Arriba Juntos	86,615	3,552	8,633	98,800	72,939	2,991	7,270	83,200
Assessment Center	*Funded in PY'94 by 8%-30%*				3,161	184	331	3,676
PIC Operations (Intake, Cert.)		12,214		12,214		12,170		12,170
PMC (Employer Outreach)		1,565		1,565		2,573		2,573
PIC Administration			40,256	40,256			35,069	35,069
Program Year Budget =	218,892	21,495	62,243	**302,630**	198,237	21,763	55,000	**275,000**
Cost Category Obligations, % —>	*72.3 %*	*7.1 %*	*20.6 %*		*72.1 %*	*7.9 %*	*20.0 %*	
		Unobligated Balance =		**8,588** /2.		Unobligated Balance =		**0**

/1. **CONTINGENCY INSTRUCTION TO STAFF:** Same as Title II-A (77%) Adult program.

/2. PY'94's Unobligated Balance will (hopefully) be sufficient to cover the current year's rescission. The State Department of Education has yet to announce the reduction in San Francisco's allocation of PY'94 funds resulting from a prior rescission of $50 million of PY'94 Title II-C monies.

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

TO: COUNCIL MEMBERS **DATE:** APRIL 3, 1995

FROM: CRAIG WOLFSON, CHAIRMAN, JOBS FOR YOUTH

SUBJECT: JOBS FOR YOUTH'S MAY 17 BREAKFAST

On the reverse side is a copy of a letter which you should have received recently, inviting you to attend the second annual Jobs For Youth breakfast on May 17th at the Sheraton Palace Hotel. The letter also included a registration form for the event.

I hope you'll be able to join Mayor Jordan, representatives from the Committee on Jobs companies, the San Francisco Chamber of Commerce, the Small Business Network, and other businesses and business organizations at this important event.

Thanks for your support, and I look forward to seeing you there.

1049 MARKET STREET, 4TH FLOOR • SAN FRANCISCO, CA 94103-1634 • (415) 621-6853
FAX (415) 621-0793 • TDD (415) 621-3832

March 29, 1995

Jobs For Youth

Sponsors
City College of San Francisco
Office of the Mayor
Private Industry Council of San Francisco
San Francisco Chamber of Commerce
San Francisco Unified School District
San Francisco Youth Employment Coalition
California Employment Development Department
Small Business Network
KPIX Television
KPIX Radio

Committee on Jobs
AirTouch Communications
Bank of America
Bechtel
Blue Shield of California
California Healthcare System
Chevron Corp.
The Gap, Inc.
McKesson Corp.
Pacific Gas & Electric Co.
Pacific Telesis Group
Pillsbury Madison & Sutro
Charles Schwab & Co.
The Shorenstein Company
Transamerica Corp.
Wells Fargo Bank
Williams-Sonoma

Annual Breakfast Chairs
Clyde Ostler
Wells Fargo Bank
Syndi Seid
Advanced Etiquette

Honorary Breakfast Chairs
Don Fisher
The Gap, Inc.
Paul Hazen
Wells Fargo Bank
G. Rhea Serpan
San Francisco Chamber of Commerce
Doug Shorenstein
The Shorenstein Company
James Sullivan
Chevron Corp.
Stephen Cornell
Brownie's Hardware
Kim King
Chair, Small Business Network
Waldemar Rojas
San Francisco Unified School District

Dear San Francisco Employer:

Finding jobs for young people is an increasing concern to many San Franciscans. The business community recognizes the permanent impact early job experience has on the future workforce and embraces *Jobs for Youth*, a program dedicated to creating job opportunities for young adults.

Jobs for Youth provides employers with a citywide pool of pre-screened, qualified young people looking for work. Many of these kids aren't just hoping for extra spending money; they rely on their paychecks to supplement family income. The skills they acquire on their first jobs are building blocks for the future. Community support for this year-round program is essential to help locate jobs for motivated young people.

The second annual Jobs for Youth breakfast will be held Wednesday, May 17 at 8:00 a.m. at the Sheraton Palace Hotel. (Registration begins at 7:30 a.m.) At this breakfast, students, employers, and community leaders including Mayor Jordan will come together to share stories about their early job experiences, discuss the impact of the *Jobs for Youth* program, and kick off *Jobs for Youth's* second year. This promises to be an important, worthwhile, and informative program. We hope that you and your company will attend.

To reserve space for your company at the *Jobs for Youth* breakfast, please complete the enclosed registration form and mail it with your check payable to *Jobs for Youth* **no later than April 28, 1995.**

We look forward to seeing you on May 17.

Sincerely,

Clyde Ostler
Vice Chairman
Wells Fargo Bank

Syndi Seid
Advanced Etiquette

For more information about the breakfast or the *Jobs for Youth* program, call Stephanie Shmunes, the JFY Program Director, at 621-6853. If you have positions available now for *Jobs for Youth* candidates, please call 861-JOBS.

1049 Market Street, 4th Floor, San Francisco, CA 94103-1634
415/621-6853 Fax/621-0793 TDD/621-3832

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Draft

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
April 11, 1995

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Members present: Vice Chairman Gary Fitschen, Mr. Brian Cahill, Mr. John Cammidge, Ms. Linda Davis, Ms. Mary Edington, Mr. Thomas Evans, Ms. Vanessa Johnson, Mr. Frederick Jordan, Mrs. Leslie Luttgens, Mr. Michael Mee, Mr. Fairfax Randolph, Mr. Billy Ray, Mr. Kent Sims, Ms. Barbara Thompson and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Ms. Jenn Bowman, Ms. Brenda Brown, Ms. Joyce Crum, Ms. Winna Davis, Mr. Wes Dixon, Mr. Eking Estioko, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sululagi Palega, Ms. Linda Trevor, Ms. Judith Villamor and Ms. Clara Wong

Public present: Mr. Ricardo Alva, Ms. Joyce Au, Ms. Courtenay Carr, Mr. Millard Chambers, Ms. DeeAnne Davis, Ms. Amanda Feinstein, Mr. André Freeman, Ms. Mulugeta Gerefa, Mr. Fred Hansen, Mr. Jim Kennedy, Ms. Natalie Lopez, Mr. Sammy Louie, Ms. Kim Roth, Mr. Richard Tonkin, Mr. Marc Trotz, Mr. Jim Unthank, Ms. Barbara Valladares and Mr. Oliver Wang

The meeting began at 3:10 p.m. with one member short of a quorum. Mr. Fitschen served as chairman during Mr. Dewes absence.

Public testimony on agenda items
Two individuals indicated they would like to testify on agenda items during the meeting.

Chairman's report
Mr. Fitschen thanked Mr. Evans and PG & E for hosting the day's meeting.

Mr. Fitschen announced that Mr. Soto had submitted his resignation from the Council and the Board. "We will miss him," Mr. Fitschen observed. "He's been a delightful person to work with, and his advice and experience have been very helpful."

Forum

Welfare Reform — Brian Cahill, Director, S.F. Department of Social Services
The "massive" $66 billion in cuts to various Federal welfare programs proposed by the House of Representatives would, Mr. Cahill said, impact "a very vulnerable population" — the poor, women and children — and many times over, since the same individuals are often served by a variety of assistance programs such as Aid to Families with Dependent Children and food stamps.

AFDC accounts for one percent of the Federal budget and serves 5 percent of the population, 70 percent of them children; in San Francisco, 26,000 children receive AFDC. By comparison, Mr. Cahill noted that 55 percent of the American population receive some sort of Federal support through other programs, including Social Security and Medicare.

The proposal to convert AFDC from an entitlement to a block grant to states effectively means funding would not increase even if enrollments grow, leaving states to pick-up the deficit or limit assistance. This, Mr. Cahill said, is a "huge unfunded mandate". The cuts considered by the House are "not welfare reform", Mr. Cahill said, since they include no welfare-to-work proposals. He said, "This is trashing the poor, hurting our children, and stifling local government."

Mr. Jordan arrived at the meeting, and a quorum was achieved.

Approval of the agenda
The agenda was approved by acclamation.

Approval of minutes
A motion to approve the minutes from the Board's March 14th meeting was seconded and unanimously approved.

Mrs. Luttgens suggested a correction to the section in the draft of minutes for the Council's March 14th meeting concerning the Evaluation Committee report. A motion to approve the minutes as amended was seconded and unanimously approved.

Committee reports

Planning Committee
JTPA Title IIB: Mr. Fitschen noted that the U.S. Senate has rejected the House's recommendation to rescind funding for this year's Summer Youth Employment and Training Program, but has agreed to cut the program in 1996. These proposals may face further changes as well. In the meantime, the U.S. Department of Labor has provided written assurances that should any 1995 SYETP monies be rescinded, costs actually incurred up to that point would be reimbursed.

Mr. Fitschen presented the Planning Committee's recommendations for subcontractors and funding levels the 1995 Job Training Partnership Act Title IIB-SYETP, as outlined in his March 30th memorandum.

Conflict of interest forms were signed by Council members. Ms. Thompson's motion to adopt the recommendations was seconded by Mrs. Luttgens, and unanimously approved.

JTPA Titles IIA & IIC: Mr. Fitschen discussed the Planning Committee's recommendations for Program Year 1995 JTPA Titles IIA-77% (Basic Adult), IIC-82% (Basic Youth), IIA-5% (Older Individuals) and IIA/C-5% (Incentive) budgets and subcontracts, as outlined in his second March 30th memorandum. The memorandum included various strategies for addressing possible rescissions in funding for these titles. Mr. Fitschen said the Planning Committee is recommending that rescissions of up to 10 percent be pro-rated to all subcontracts, and that the Committee reconvene if cuts for more than that amount are approved by Congress.

Referring to his March 11th memorandum, Mr. Holland discussed what might happen to the PIC's JTPA funding under various rescission scenarios being considered by Congress.

Mr. Fred Hansen said the Youth Assistance Association program, not recommended for funding in PY'95, was hurt in PY'94 by its sudden relocation to another high school and some administrative problems which are being addressed. "We will be back and better next year," he pledged.

Mr. Richard Tonkin discussed problems with Bridges' PY'94 program, which included low enrollments, inadequate documentation during the certification process, and use of an inappropriate entry test for participants. Mr. Arcelona and Ms. Hart, the PIC's program monitor for Bridge's, both noted that rigorous JTPA document requirements for certification are a "universal problem". Mr. Fitschen noted that disabled youth served by Bridges' program will be served by other PY'95 subcontractors instead, including San Francisco Vocational Services. Mr. Evans asked whether PIC staff or a subcontractor could "mentor" Bridges with PIC and JTPA requirements.

Ms. Thompson made a motion to adopt the Planning Committee's recommendations for PY'95 JTPA Titles IIA-77% (Basic Adult), IIC-82% (Basic Youth), IIA-5% (Older Individuals), IIA/C-5% (Incentive), with the preference that PIC staff and/or (a) subcontractor(s) tutor Bridges in the

PIC's procedures, thereby preparing the agency for funding in the future. Conflict of interest forms were signed by Council members. The motion was seconded by Mr. Jordan and approved by Council members with Ms. Davis and Mr. Evans abstaining.

Mr. Fitschen discussed the Planning Committee's recommendations for PY'95 JTPA Title IIA/C-8%-50% (GAIN) budgets and subcontracts, also outlined in his second March 30th memorandum. A motion to approve the recommendations was made, seconded and approved by Council members, with Ms. Davis, Ms. Edington and Mr. Evans abstaining.

Jobs For Youth
Mr. Wolfson said Jobs For Youth should soon have a single phone number for employers to call. This year's Jobs For Youth kick-off Breakfast, to be held May 17th at the Sheraton Palace Hotel, will include Mayor Jordan. Mr. Wolfson encouraged Council members to attend.

Staff report

Treasure Island military base closure
Approximately 225 civilian employees will be laid off when the Treasure Island military base closes in September 1997, Ms. Brown said, with 25 scheduled for lay-off in September of this year. The base's Labor Management Committee needs a neutral chairperson, Ms. Brown said, the role Mr. Sims filled during closure of the Presidio.

President's report

Supportive Housing Program proposal
Mr. Arcelona discussed the Supportive Housing Program proposal submitted by the Mayor's Office of Community Development to the federal Department of Housing and Urban Development for $20,429,747 to provide transitional housing and services for homeless people in San Francisco over a three-year period. The PIC would serve as administrative entity for the $4,231,000 Homeless Employment Collaborative portion of the proposal. Mr. Marc Trotz, Homeless Coordinator for the Mayor's Office, said the program would be funded under the Federal Stewart B. McKinney Act which is not being considered for rescission by Congress. Mr. Sims noted this proposal is an extension of the Continuum of Care initiative begun last year which sought to involve and leverage a variety of agencies and funding sources in a broad, collaborative approach to homelessness, with PIC managing the employment and training component.

A motion to approve the PIC's involvement as administrative entity for the Homeless Employment Collaborative portion of the Supportive Housing Program proposal was seconded and unanimously approved by the Council.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:25 P.M.

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PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Due to security requirements, all Council members, subcontractors & members of the public who wish to attend must RSVP to the PIC's receptionists at 621-6853 no later than Friday, May 5th

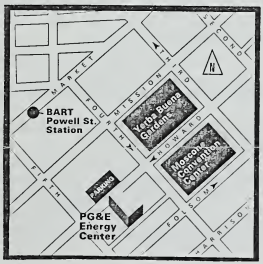
Note meeting location

DATE:	Tuesday, May 9th, 1995
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th & 5th streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.



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Issued April 28, 1995

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Agenda

PRIVATE INDUSTRY COUNCIL

meeting of May 9th, 1995

1. Public testimony on agenda items * *
2. Adoption of agenda *
3. Approval of minutes for the Council's April 11th meeting (to be mailed) *
4. Chairman's report
5. Forum: "Implementation of a One-Stop Career Center System in California" — Virginia Hamilton, Chief, Office of Workforce Policy, Employment Development Department †

   Ms. Hamilton's discussion will include work being accomplished through other employment and training initiatives such as the creation of a California School-to-Career Opportunities Plan and the recently signed legislation (SB 1417) which requires the State to develop recommendations for the integration of California's workforce preparation system.

6. Committee reports
   a. Refugee Committee — Jack Fitzpatrick *
   b. Jobs For Youth Committee — Craig Wolfson
7. Staff reports
   a. Federally-funded Summer Youth Employment & Training Program (SYETP) — Winna Davis
   b. Update on proposed rescissions of JTPA funds
8. President's report
9. Public Testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

† *Forum is a presentation and discussion of issues and developments related to employment and training, and their effects upon people and the public and private sectors. Forum is a regular portion of each Council meeting during which Council members are encouraged to raise their questions, ideas and concerns. Topics for future Forums may also be brought up at this time, or by contacting the Chairman, President or Council Secretary.*

PRIVATE INDUSTRY COUNCIL

OF SAN FRANCISCO, INC.

MEMORANDUM

TO: COUNCIL MEMBERS
MAYOR'S OFFICE
PIC SUBCONTRACTORS

DATE: MAY 3, 1995

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FROM: GREG MARUTANI, COUNCIL SECRETARY

SUBJECT: VIRGINIA HAMILTON'S PRESENTATION ON ONE-STOP CAREER CENTER SYSTEM

Virginia Hamilton will be speaking about One-Stop Career Center System during the Forum portion of Tuesday's Council meeting. Her discussion will include work being accomplished through other employment and training initiatives such as the creation of a California School-to-Career Opportunities Plan and the recently signed legislation (SB 1417) which requires the State to develop recommendations for the integration of California's workforce preparation system.

Attached is a fact sheet on One-Stop Career Centers as described in California's planning/development grant application to the U.S. Department of Labor.

Currently, Ms. Hamilton is the manager of the Employment Development Department's Office of Workforce Policy, which has responsibility for policy work for the State Job Training Coordinating Council and for the planning of a One-Stop Career Center System in California.

Ms. Hamilton grew up and attended college in New York. She started work at California's EDD in 1978 where she has worked in many capacities, including program planning, evaluation, labor market information, designing computer applications, public policy analysis and development, implementing new programs, legislative analysis and advocacy — all with an emphasis on employment and training.

For three years, Ms. Hamilton concentrated on welfare to work programs. She coordinated welfare reform initiatives for the EDD Director's office, and served as contract manager for the Manpower Demonstration Research Corporation in their first evaluation of California's welfare programs.

For the last three years, Ms. Hamilton served as the Acting Chief and Deputy Chief of the Job Training Partnership of EDD, which has administrative and oversight responsibility for the JTPA in California and an annual budget of close to $550 million. Ms. Hamilton has served on the national JTPA Liaison's Association Executive Committee, and has worked closely with the USDOL and the National Governor's Association on employment and training issues.

Tuesday's Council meeting will be held at PG & E's Energy Center at 851 Howard Street, between Fourth and Fifth streets, and begins at 3:00 p.m.

cc: Virginia Hamilton, EDD
Armando Quiroz, USDOL-ETA

attachment

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ONE-STOP CAREER CENTER SYSTEM PLANNING GRANT
FACT SHEET

In July 1994, the Department of Labor (DOL) announced the availability of grants for the planning, development and implementation of One-Stop Career Center Systems. As stated by DOL, the One-Stop system is to be the organizing vehicle for transforming the array of employment and training programs into a coordinated information and service delivery system

In response to this solicitation, California submitted a planning/development grant application. On October 31, 1994, California was awarded the maximum one year grant amount of $400,000 as part of nearly $4.9 million awarded to a total of 19 states to plan and develop One-Stop Systems. In addition to this funding, the Employment Development Department (EDD) has contributed $700,000 in other departmental funding to establish a total budgetary commitment of $1.1 million to fund this planning effort. This effort will result in an implementation plan for a statewide One-Stop Career Center system

The grant application presents California's current vision for a One-Stop System of service delivery, and the planning process to be undertaken to design this system. Guiding principles for California's One-Stop Career Center vision include:

- ***Integration.*** The vast array of employment and training programs will be integrated into a single system that is accessible to the system's primary customers.

- ***Comprehensive.*** The array of services will be sufficient to meet the employment and training needs of local customers including youth, long term unemployed, economically disadvantaged, new entrants to the labor market, dislocated workers, skilled workers needing access to job listings or labor market information, and employers seeking to meet their employment and training needs.

- ***Customer Focus.*** Service delivery will be information based. Clients will be provided sufficient information to enable them to exercise an informed choice in regard to services they wish to pursue and how those services will be delivered.

- ***Performance Based.*** Accountability for achievement of performance outcome objectives, including a high degree of customer satisfaction, will rest with service providers.

Planning assumptions guiding the attainment of this vision include:

- Authority for planning and development of California's One-Stop delivery system will be vested in the Governor, but the planning process and resultant delivery system will be a shared responsibility with state and local partners.

- An inclusive planning and development process will be used which involves all stakeholders; e.g., employers, service providers, clients, and other interest groups.

- A statewide policy framework will be developed, but latitude will be provided to local delivery systems to design One-Stop models in accord with local needs and circumstances.

- During the planning process, there will be no presumptive deliverers of service.

- Workforce development resources and programs will be closely linked with economic development.

- While core services should be easily accessible, physical collocation at all sites is not a requirement; information technology can provide customers with comprehensive information at multiple locations and facilitate client movement among services at different locations.

The planning grant proposal received many letters of support from various entities. These entities, as well as the growing number of additional parties that are contacting us to express interest in participating in the planning process, will be organized in a manner that will ensure the broadest solicitation of ideas and consensus building. To accomplish this, several structures will be established to produce a One-Stop system framework.

• ***One-Stop Task Force***. A state level task force will be established to provide guidance to the planning process. This body will be advisory to the State Job Training Coordinating Council.

• ***Technical Work Teams***. Work teams will be convened to address the specific areas that will be incorporated into the One-Stop Career Center plan. These areas include Service Delivery, Governance, Administrative Issues, Electronic Infrastructure, Capacity Building, Performance Indicators, and Communications/Marketing.

• ***Resource Group***. The Task Force chairperson will appoint members of a Resource Group which will provide an avenue of participation for a broad second tier of high level representatives.

In moving towards a One-Stop system, California will continue to support local innovation and choice in meeting customer needs. This is one reason why California has chosen to pursue two methods of achieving One-Stop services: physical collocation and electronic networking. Entities that are physically co-located can further enhance services by networking.

By the end of the 12-month planning and development period for a One-Stop system, California will have achieved (or accomplished) three major outcomes:

1) Adoption Of A Refined Statewide Vision. California is committed to achieving the broad outcome objectives set by DOL -- universality, customer choice, integrated system, and performance driven/outcome based. The California vision will set clear direction for the One-Stop system.

2) Development Of California's Implementation Plan. The Implementation Plan will focus on recommending those policy and program elements that will be necessary to implementing a One-Stop system -- administrative actions, changes in government structure and/or regulations, legislation, agency or department activities or guidelines, and revisions in priorities for state and local programs.

3) Preparation Of An Implementation Schedule. A schedule for implementation of the One-Stop system will be prepared and agreed upon by all core partners. The detailed implementation schedule will identify all relevant tasks, establish milestones, and assign responsibilities.

For further information, contact:

Employment Development Department
Office of Workforce Policy
751 N Street - 6th Floor Solar
P.O. Box 826880, MIC 77
Sacramento, California 94280-0001

Phone: (916) 654-9995
Fax: (916) 654-9863

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Due to security requirements, all Council members, subcontractors & members of the public who wish to attend must RSVP to the PIC's receptionists at 931-7460 no later than Friday, July 7th

DATE:	Tuesday, July 11th, 1995
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th & 5th streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

If you require special accommodation due to a disability please call Roberta Fazande at 931-7460 or TDD 749-7403 at least 72 hours in advance

Issued June 30, 1995

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

Agenda

PRIVATE INDUSTRY COUNCIL

meeting of July 11th, 1995

1. Public testimony on agenda items * *

2. Adoption of agenda *

3. Approval of minutes
   a. For the Board's May 9th meeting (to be mailed) *
   b. For the Council's May 9th meeting (to be mailed) *

4. Chairman's report
   a. Welcome of new Council members — Brent Andrew of AirTouch communications & Dr. Ricci Chan of Pacific Dental Group
   b. Governor's One-Stop Task Force
   c. Update on federal legislation

5. Forum — Ms. Theresa Lee, Director of Finance , Mayor's Office, City & County of San Francisco
   Ms. Lee will discuss the City's budget, recently approved by the Board of Supervisors, and the possible effects of State and Federal funding cuts

6. Committee reports
   a. Refugee Committee, approval of Refugee County Plan — Jack Fitzpatrick *
   b. Evaluation Committee, approval of Summer Training & Education Program (STEP) evaluation criteria — Leslie Luttgens *
   c. Planning Committee — Gary Fitschen
      1. Approval of revisions to allocations of JTPA Title IIC 82% Basic Youth subcontractors *
      2. Approval of JTPA Title IIIA 60% subcontractors to serve long-term unemployed, homeless individuals *
   d. Jobs For Youth Committee — Craig Wolfson

7. Staff reports
   Update on proposed rescissions of JTPA funds — Raymond Holland

8. President's report

9. Public Testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

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TO: COUNCIL MEMBERS
MAYOR JORDAN

DATE: JULY 7, 1995

FROM: LESLIE LUTTGENS, CHAIRWOMAN

SUBJECT: EVALUATION COMMITTEE REPORT OF MAY 18.

The Evaluation Committee met on May 18 to discuss evaluation criteria for the STEP (Summer Training and Educations Program) and adult and youth employability enhancements. Because the Committee was lacking a quorum, no formal action was taken.

STEP (Summer Training & Education Program).
The committee had lengthy discussion about how to improve on the evaluation report of the STEP. PIC staff reported that the SFUSD and the PIC concur in the PIC's May 10 memo and the five recommendations listed by Dr. Krenkel in the SFUSD's revised STEP Evaluation report:

1. institute a process for an annual evaluation report of STEP which incorporates use of a control group.

2. maintain information on students who leave STEP for the purpose of inclusion in longitudinal studies.

3. collect CTBS scores as Normal Curve Equivalents (NCE).

4. incorporate case studies and qualitative data into future reports.

5. examine effects of internvention on gender and racial/ethnic subgroups.

The Committee discussed "outside factors" that were influencing STEP results. Mr. Miller said that situations outside the control of the program cannot be measured within the program, and that "...our positives, in concert with external positives, result in success."

Mr. Arcelona asked if there were any way to follow up on the 39 for whom data were not available. Ms. Benedetto said calls to their last known addresses did not reach them, that they had likely left the City and routine efforts to find them weren't likely to work, however, they will explore ways to follow up.

Motion to "accept the recommendations in the May 10th memo" was made by Jim Kennedy and seconded by John Cammidge. Motion passed. (Unanimous, but without a quorum.)

ADULT AND YOUTH EMPLOYABILITY ENHANCEMENTS
The purpose of this discussion was to determine if the approach currently being used to develop the Adult Employability Enhancements (AEEs) and Youth Employability Enhancements (YEEs) is adequate. Currently, the subcontractors propose AEEs and YEEs which are later approved by the PIC. The AEEs and YEEs are considered a positive outcome measure for participants in the program, but do not necessarily result in employment. PIC staff described the PIC's competency system, the procurement of competencies, and the gap between the resulting competencies and employers' needs. Subcontractor representatives noted (and PIC staff agreed) that the paperwork (to document the competencies) is extraordinarily heavy, and that it means little to employers and "isn't real". Several contractors spoke of the paperwork requirements, one noting that he must retain a full-time staff member just to manage the paperwork.

PIC staff reported that there are two customers in the JTPA program, the participant and the employer. Many participants lack both basic educational skills and job specific skills. The selection of subcontractors is based in part by meeting the participant characteristics approved as part of the Plan, and when a mix of subcontractors is selected to meet the enrollment goals, the PIC also accepts their proposed competencies, what ever they may be. The PIC can also make a decision to look solely at employers' needs as paramount by deciding to approve job specific skills that should be attained and including these pre-approved skills as part of the Plan. As a consequence, the PIC might serve only those individuals who possess higher education and skill levels, and this is the philosophical dilemma.

Staff pointed out that it doesn't necessarily need to be an "either/or" situation. For example, based on a review of labor market information (LMI), there could be a combination of PIC pre-approved competencies, as well as those proposed by the subcontractors and later approved by the PIC.

It was suggested that at the next scheduled meeting the committee look at the "GAP Committee" work (an ad hoc committee that was set up to look at the skills attained in the PIC programs and the entry level requirements of four large employers), and at LMI job-specific occupational requirements to see if it is possible to arrive at some middle ground for the next planning cycle.

cc: Ken Beik, JTPD
PIC Subcontractors
PIC Staff
Members, PIC Evaluation Committee
Anthony Lincoln, MOCYF

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

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TO: COUNCIL MEMBERS
MAYOR JORDAN

DATE: JULY 7, 1995

FROM: GARY FITSCHEN, CHAIRMAN

SUBJECT: PLANNING COMMITTEE REPORT FOR MAY 19.

RECOMMENDATION FOR JTPA TITLE IIIA (60%-FORMULA) SUBCONTRACTS SERVING "LONG-TERM UNEMPLOYED."

PIC staff reviewed the history of the five homeless programs currently being funded (Arriba Juntos, Community Housing Project, Glide Foundation, Goodwill Industries, Northern California Service League).

Because five subcontractors did not have an adequate amount of time to accomplish their program goals due to constraints of the JTPA Title III eligibility criteria and serving this "hard to serve population, the committee approved staff recommendation to extend funding for one additional year.

RECOMMENDATION FOR JTPA TITLE IIC BASIC YOUTH

Staff noted recent developments in the proposed House/Senate rescissions, the President's promise of a veto, and his signature on an earlier defense-related rescission. Staff presented three 33%-cut scenarios and asked for the Committee's guidance on how to proceed if the cuts are more severe. How should the staff proceed to cut further? Should it attempt to maintain the design (enrollment characteristics)? Could subcontractors be cut to the point where they couldn't operate (economy of scale)? Should the Committee consider transferring funds from II-B to II-C?

The committee approved the following motions:

1. to approve scenario # 1 (attached) to cut all JTPA IIC Basic Youth subcontractors by 33% based on the rescission contained in P.L. 104-6

2. that if the federal cuts for JTPA Title IIC are 79%, the PIC staff will "return to the Committee" for further discussion

3. that savings from JTPA Title IIB Summer Youth Employment and Training Program be transferred to IIC-Basic Youth Program.

cc: Ken Beik, JTPD
PIC Subcontractors
PIC Staff
Members, PIC Planning Committee
Anthony Lincoln, MOCYF

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

SCENARIO #1 — ACROSS THE BOARD 33%

Title II-C (82%) Basic Youth

		Current PY'94 Budget		April 11, 1995 PIC/Mayor Initial PY'95 Budget		May 1995 "Impact 95-65" PY'95 Budget	
Program Year Revenue			**PY'94 Total**		**PY'95 Total**		**PY'95 Total**
Initial Formula Allocation			1,351,083		1,440,286		959,133
Carry-in (Prior-year surplus)			227,002		200,000		200,000
Total Availability —>			1,578,085		1,640,286		1,159,133
Activity	Budget Item	~ No. Enr.	Subcontract Obligation	~ No. Enr.	Σ Planning Obligation	~ No. Enr.	Σ Planning Obligation
IR	CRDC	15	18,580	16	20,196	12	14,271
IR	CYC	6	11,541	33	63,542	23	44,903
BRE/IR	SFES			6	36,103	4	25,513
IR	IR Pool		119,600		125,000		88,333
OCT	YAA	30	25,657				
OCT	CACS	6	16,000	5	12,800	3	9,046
OCT	SFVS	3	8,889	3	8,889	2	6,282
OCT	MHH / SOMEC	11	31,578	10	28,290	7	19,991
OCT	YGCIC	26	87,308	33	110,684	23	78,216
OCT	AND	31	113,627	34	123,534	24	87,297
OCT/OJT	Tides			16	54,780	11	38,712
OCT/OJT	Charity			8	31,200	6	22,047
OESL	CRDC	42	122,460	42	122,460	30	86,538
OESL	MLVS	71	175,778	71	175,778	50	124,216
OESL	Glide/VYDC	15	31,741	15	31,741	11	22,430
OESL	CES	23	59,130	27	69,618	19	49,196
BRE	SFSU Foundation	23	62,698				
OJT	CYC	34	80,172	12	28,171	8	19,907
OJT	AJ	10	32,000	9	28,000	6	19,787
OJT	OMICA	14	85,801	14	85,801	10	60,633
OJT	OJT Pool		76,534		70,000		49,467
Assessment Center					21,922		15,492
PIC Operations (Intake, Cert.)			55,000		50,000		35,333
Children's Council (Providers)			49,540		35,000		24,733
Children's Council (Operating)			22,499		7,000		4,946
Transportation, Health, Other			32,588		45,440		32,111
PMC (Employer Outreach)			10,902		15,345		10,844
PIC Administration			228,561		238,992		168,889
	Program Year Totals =	360	1,558,184	354	1,640,286	249	1,159,133
	Unobligated Balance =		19,901		0		0

ACRONYMS

AJ	Arriba Juntos
AND	Asian Neighborhood Design
BRE	Basic Remedial Education
CACS	Chinatown American Cooks School
CES	Community Educational Services
CRDC	Career Resources Development Center
CYC	Chinatown Youth Center
IR	Individual Referral
MHH	Mission Hiring Hall
MLVS	Mission Language & Vocational School
OCT	Occupational Classroom Training
OJT	On-the-Job Training
OMICA	Oceanview, Merced, Ingleside Community Association
PMC	Public Media Center
SFSU	San Francisco State University
SFVS	San Francisco Vocational Services
SOMEC	South of Market Employment Center
VYDC	Vietnamese Youth Development Center
YAA	Youth Assistance Association
YGCIC	Youth Guidance Center Improvement Committee

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PRIVATE INDUSTRY COUNCIL
PLANNING of San Francisco, Inc.

TO: MAYOR JORDAN AND ALL COUNCIL MEMBERS

DATE: JULY 7, 1995

FROM: RAYMOND HOLLAND

SUBJECT: "FOURTH SNAPSHOT" -- ALLOCATIONS AND RESCISSIONS OF PY'95 JTPA MONIES

TABLE 1

(Allocations, Based on 1994 Appropriations, of JTPA Monies for S.F's PY'95 Plan)

PY'95 monies "appropriated" by Congress for the U.S. Department of Labor in October 1994, "allotted" by the U.S. Department of Labor for the State of California in December 1994, and "allocated" by the State for the San Francisco Service Delivery Area in March 1995 (these are the bases of the PIC Planning Committee's March 30th recommendations for modifying San Francisco's PY'94-'95 Job Training Plan for PY'95 by April 12th):

JTPA TITLE	PY '93	(Δ'94-'93)	PY '94	(Δ'95-'94)	PY '95
IIA (77%-ADULT) /a.	$2,028,064	(+16.6%)	$2,365,506	(+19.3%)	$2,821,909
IIA (5%-OLDER IND.)	330,811	(-3.4%)	319,419	(+16.3%)	371,373
IIB-(95%-SYETP) /b.	2,807,543	(+18.1%)	3,316,894	(+0.3%)	3,326,883
IIC (82%-YOUTH) /c.	1,355,383	(+7.9%)	1,462,068	(-1.5%)	1,440,286
IIIA-(50%-EDWAA)	519,497	(+178.6%)	1,447,214	(+34.7%)	1,948,880
TOTALS	$7,041,298	(+26.6%)	$8,911,101	(+11.2%)	$9,909,331

/a. SDA transfer of up to 10% of these monies to JTPA Title IIC (82%-Youth) permitted if approved by Governor.
/b. SDA transfer of up to 20% of these monies to JTPA Title IIC (82%-Youth) permitted if approved by Governor.
/c. SDA transfer of up to 10% of these monies to JTPA Title IIA (77%-Adult) permitted if approved by Governor.

TABLE 2

(Estimated Allocations, Based on H.R. 1158, of JTPA Monies for S.F.'s PY'95 Plan)

Best estimates of the "allocations" of PY'95 JTPA monies for the San Francisco SDA if the "rescissions" of "appropriated" monies proposed by the House of Representatives on March 16th in H.R.1158 are approved:

JTPA TITLE	PY '93	(Δ'94-'93)	PY '94	(Δ'95-'94)	PY '95
IIA (77%-ADULT) /a.	$2,028,064	(+16.6%)	$2,365,506	(+15.6%)	$2,733,625
IIA (5%-OLDER IND.)	330,811	(-3.4%)	319,419	(+12.6%)	359,749
IIB-(95%-SYETP) /b.	2,807,543	(+18.1%)	3,316,894	(-100.0%)	0
IIC (82%-YOUTH) /c.	1,355,383	(+7.9%)	1,462,068	(-52.5%)	694,506
IIIA-(50%-EDWAA)	519,497	(+178.6%)	1,447,214	(+24.3%)	1,799,596
TOTALS	$7,041,298	(+26.6%)	$8,911,101	(-37.3%)	$5,587,476

/a. SDA transfer of up to 10% of these monies to JTPA Title IIC (82%-Youth) permitted if approved by Governor.
/b. SDA transfer of up to 20% of these monies to JTPA Title IIC (82%-Youth) permitted if approved by Governor.
/c. SDA transfer of up to 10% of these monies to JTPA Title IIA (77%-Adult) permitted if approved by Governor.

TABLE 3

(Estimated Allocations, Based on S.617, of JTPA Monies for S.F.'s PY'95 Plan) /d.

Best estimates of the "allocations" of PY'95 JTPA monies for the San Francisco SDA if the "rescissions" of "appropriated" monies proposed by the Senate on April 6th in S.617 are approved:

JTPA TITLE	PY '93	(Δ'94-'93)	PY '94	(Δ'95-'94)	PY '95
IIA (77%-ADULT) /a.	$2,028,064	(+16.6%)	$2,365,506	(+15.6%)	$2,733,625
IIA (5%-OLDER IND.)	330,811	(-3.4%)	319,419	(+12.6%)	359,749
IIB-(95%-SYETP) /d.	2,807,543	(+18.1%)	3,316,894	(+0.3%)	3,326,883
IIC (82%-YOUTH) /c.	1,355,383	(+7.9%)	1,462,068	(-79.2%)	304,767
IIIA-(50%-EDWAA)	519,497	(+178.6%)	1,447,214	(+32.6%)	1,919,647
TOTALS	$7,041,298	(+26.6%)	$8,911,101	(-3.0%)	$8,644,671

/a. SDA transfer of up to 10% of these monies to JTPA Title IIC (82%-Youth) permitted if approved by Governor.
/c. SDA transfer of up to 10% of these monies to JTPA Title IIA (77%-Adult) permitted if approved by Governor.
/d. Authority to transfer some of these monies to JTPA Title IIC (82%-Youth) proposed to be increased to 50%.
/e. All estimates are from both the PIC and the EDD/JTPD (reference: "JTPA Information Bulletin No. 95-65").

(Continued on the Reverse Side)

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On April 10th, H.R. 889 (a separate defense-related appropriations bill that proposed to rescind approximately one-third of all JTPA Title IIC monies appropriated for PY'95 and that was incorporated in both larger rescissions of those monies proposed in H.R. 1158-59 and S.617) was enacted as Public Law 104-6.

TABLE 4

(Estimated Allocations, Based on P.L. 104-6, of JTPA Monies for S.F.'s PY'95 Plan) /d. Best estimates of the "allocations" of PY'95 JTPA monies for the San Francisco SDA based on the "rescissions" of "appropriated" JTPA Title IIC monies enacted in Public Law 104-6 on April 10th:

JTPA TITLE	PY '93	(Δ'94-'93)	PY '94	(Δ'95-'94)	PY '95
IIA (77%-ADULT) /a.	$2,028,064	(+16.6%)	$2,365,506	(+19.3%)	$2,821,909
IIA (5%-OLDER IND.)	330,811	(-3.4%)	319,419	(+16.3%)	371,373
IIB-(95%-SYETP) /b.	2,807,543	(+18.1%)	3,316,894	(+0.3%)	3,326,883
IIC (82%-YOUTH) /c.	1,355,383	(+7.9%)	1,462,068	(-34.4%)	959,133
IIIA-(50%-EDWAA)	519,497	(+178.6%)	1,447,214	(+34.7%)	1,948,880
TOTALS	$7,041,298	(+26.6%)	$8,911,101	(+5.8%)	$9,428,178

/a. SDA transfer of up to 10% of these monies to JTPA Title IIC (82%-Youth) permitted if approved by Governor.
/b. SDA transfer of up to 20% of these monies to JTPA Title IIC (82%-Youth permitted if approved by Governor.
/c. SDA transfer of up to 10% of these monies to JTPA Title IIA (77%-Adult) permitted if approved by Governor.

In late-May, the President vetoed H.R.1158 (after it had been reconciled with S.617 and forwarded to him) but invited Congress to develop and return to him a substitute bill containing some of the same appropriations and some of the same rescissions other than those proposed in H.R. 1158 for certain "educational and job training programs". On June 29th, the House of Representatives approved a new bill (H.R. 1927 or H.R.1944) as a substitute for H.R. 1158 which, it is reported, the President has already indicated he would sign if approved by both Houses of Congress.

TABLE 5

(Estimated Allocations, Based on H.R. 1927 or 1944, of JTPA Monies for S.F.'s PY'95 Plan) Best estimates of the "allocations" of PY'95 JTPA monies for the San Francisco SDA if the "rescissions" of "appropriated" monies proposed by the House of Representatives in H.R.1927 or 1944 are approved:

JTPA TITLE	PY '93	(Δ'94-'93)	PY '94	(Δ'95-'94)	PY '95
IIA (77%-ADULT) /a.	$2,028,064	(+16.6%)	$2,365,506	(+12.7%)	$2,666,741
IIA (5%-OLDER IND.)	330,811	(-3.4%)	319,419	(+9.9%)	350,952
IIB-(95%-SYETP) /d.	2,807,543	(+18.1%)	3,316,894	(+0.3%)	3,326,883
IIC (82%-YOUTH) /c.	1,355,383	(+7.9%)	1,462,068	(-79.2%)	304,801
IIIA-(50%-EDWAA)	519,497	(+178.6%)	1,447,214	(+27.7%)	1,847,526
TOTALS	$7,041,298	(+26.6%)	$8,911,101	(-4.6%)	$8,496,903

/a. SDA transfer of up to 10% of these monies to JTPA Title IIC (82%-Youth) permitted if approved by Governor.
/c. SDA transfer of up to 10% of these monies to JTPA Title IIA (77%-Adult) permitted if approved by Governor.
/d. Authority to transfer some of these monies to JTPA Title IIC (82%-Youth) proposed to be increased to 50%.

The Senate vote on its version of H.R. 1927 or H.R. 1944 (the number of the Senate Bill is unknown), originally scheduled for June 30th, was unexpectedly deferred until after the July 4th Recess ends on July 10th. On July 6th, the State of California received from the Labor Department Notices of Obligational Authorities for all PY'95 JTPA allotments that were based on the rescissions being proposed in H.R. 1927 or H.R. 1944.

cc: Mayor's and PIC Staffs
All PY'95 Subcontractors
Kathy Sage, EDD/JTPD

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DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
July 11, 1995

Members present: Chairman John Dewes, Mr. Brent Andrew, Mr. John Cammidge, Mr. Steve Coulter, Ms. Linda Davis, Ms. Mary Edington, Mr. Thomas Evans, Mr. Gary Fitschen, Mr. Jack Fitzpatrick, Mr. Paul Gormsen, Ms. Vanessa Johnson, Mr. Frederick Jordan, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Michael Mee, Mr. Maurice Miller, Mr. Fairfax Randolph, Mr. Billy Ray, Ms. Barbara Thompson and Dr. Chui Tsang

Staff present: President Steve Arcelona, Mr. Robert Blanchard, Mr. Wes Dixon, Mr. Howard Eng, Mr. Eking Estioko, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sululagi Palega, Ms. Judith Villamor and Ms. Clara Wong

Public present: Mr. Wayne Beasley, Ms. Courtenay Carr, Mr. Patrick Duterte, Mr. Mulugeta Gerefa and Ms. Jhaneen Johnson

The meeting began at 3:10 p.m. Mr. Dewes thanked members for arriving on time and making a quorum possible.

Public testimony on agenda items
There was no public testimony on agenda items.

Approval of the agenda
The agenda was approved by acclamation.

Approval of minutes

Board of Directors
Mrs. Luttgens' motion to approve the minutes as submitted for the Board's May 9 meeting was seconded by Ms. Davis and unanimously approved by the Directors.

Council
Mrs. Luttgens' motion to approve the minutes as submitted for the Council's April 11 meeting was seconded by Mr. Fairfax and unanimously approved by the Council.

Mr. Fitschen's motion to approve the minutes as submitted for the Council's May 9 meeting was seconded by Mrs. Luttgens and unanimously approved by the Council.

Chairman's report

Welcome of new Council members
Mr. Dewes welcomed the Council's new member, Brent Andrew, Human Resources Manager with AirTouch Communications, who has also served for a number of years on the PIC's Planning Committee. The Council's second new member, Dr. Ricci Chan of Pacific Dental Group, was unable to attend the meeting.

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One-Stop Career Centers
The planning group for implementation in California of One-Stop Career Centers has been holding meetings and taking testimony throughout the year, said Mr. Dewes, who is a member of the group, and will issue its report in December. A number of organizations have indicated an interest in running the One-Stop Centers, including community colleges, he added.

Thanks to Mr. Soto
Mr. Dewes asked that a letter be prepared for his signature thanking Mr. Lee Soto for his many years of service with the PIC. Mr. Soto, who resigned recently from the Council and Board, was one of the founding members of the Council, Mr. Dewes observed.

Forum

Theresa Lee, Deputy Director of Management & Budget, Mayor's Office
Mayor Jordan's 1995-96 budget, which he submitted on June 1 to the Board of Supervisors, fills a potential $102 million deficit through a variety of means, including departmental "efficiencies" and lower labor costs achieved through negotiations with unions and union contract modifications, Ms. Lee said. The Board is currently holding hearings on the budget.

Lending some uncertainty to the City's budget are the ongoing negotiations over the State's budget which includes funds for San Francisco. Federal budget cuts will also continue to affect the City, and Ms. Lee predicted that the next two to three years "don't look very promising".

Though "zero-based" budgets began in the 1993-94 fiscal year, Ms. Lee said, it is taking "a while" to fully implement. Under zero-based budgets, City department's are required to annually justify their entire budget, not just new funding, and to establish standards to measure their performance.

Committee reports

Refugee Committee
Mr. Fitzpatrick said that the Refugee Committee has approved revisions to San Francisco's Refugee County Plan, as requested by the state, shifting more services to Refugees receiving Refugee Cash Assistance. It is a "flexible" plan, he noted, which also brings local programs into compliance with other new State and Federal regulations, should they be adopted.

Mr. Fitzpatrick's motion to approve the draft Refugee County Plan was seconded and unanimously approved by the Council.

Evaluation Committee
Mrs. Luttgens reported on the Evaluation Committee's May 18 meeting, which lacked a quorum.

Her motion to approved the Evaluation Committee's five recommendations for the Summer Training and Education Programas outlined in her July 7 memorandum, was seconded by Ms. Thompson and unanimously approved.

Planning Committee
Referring to his July 7 memorandum, Mr. Fitschen noted that the Planning Committee approved at its May 19 meeting three scenarios for implementing locally a variety of deep funding cuts being considered by Congress for Program Year 1995-96 Title IIC-Youth programs.

A motion to approve the Planning Committee's recommendations was seconded and approved by Council members, with Mr. Miller abstaining.

Mr. Fitschen also recommended that PY 1994-95 Title IIIA-60% contracts providing services for

homeless individuals be renewed for PY 1995-96. While it is too early to fully evaluate these programs, which began ten months ago, Mr. Arcelona noted that staff have reviewed progress reports and believe the subcontractors are doing well. The PY 1995-96 contracts would be for the same percentage of Title IIIA-60% funds, but annualized over 12 months, Mr. Arcelona said.

A motion to extend the Title IIIA-60%-Homeless contracts for PY 1995-96 was seconded and unanimously approved by Council members.

Jobs For Youth
Jobs For Youth has received nearly 250 job orders since January, and has set a goal of 1,000 youth hires for the entire year, Mr. Dewes reported. An extensive marketing effort includes public service announcements now running on KPIX-TV and most local radio stations, a mailing by the Employment Development Department to 29,000 San Francisco employers, ads posted on BART trains, and posters at 40 bus shelters throughout San Francisco.

Staff reports

Rescissions
While the President has vetoed the $17 billion rescission bill sent to him by Congress for Fiscal Year 1995-96, he has said he would sign a revised version of that bill (HR 1944) which would include elimination of the 1996 Summer Youth Employment and Training Program. Mr. Holland noted that there has been a great deal of criticism for JTPA's Title IIC-Youth programs, most of it based upon a single, limited study of earnings of youth 18 months after they left the program.

President's report

Office move
Mr. Arcelona invited Council members and the public to attend the PIC's open house on July 26 at its new office at 745 Franklin Street, Suite 400.

Supportive Housing Proposal
Mr. Arcelona said that a $24 million proposal submitted by the Mayor's Office of Community Development to the federal Housing and Urban Development agency to provide transitional housing and services for homeless people in San Francisco over a three year period has been approved. PIC will head the $4,231,000 Homeless Employment Collaborative component of this program, serving 2,000 individuals. This is a major expansion of the Continuum of Care plan begun a few years ago which leverages the services of a variety of organizations to assist the homeless, he noted.

SYETP
Youth have begun their subsidized jobs under the 1995 SYETP, Mr. Arcelona announced. The program expects to place 2,500 young people at over 1,200 worksites.

The Community Network
On August 9, The Community Network is presenting an informational forum on the impact of the Republican's Contract with America on services and community programs for low-income San Francisco residents. Mr. Arcelona is among the panelists, who also include the directors of various departments of the City and the Mayor's Office. Funding for the forum is being provided by the Mayor's Office, Chevron Corporation and other companies.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:35 P.M.

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: MEMBERS, PRIVATE INDUSTRY COUNCIL
COMMITTEE MEMBERS
PIC SUBCONTRACTORS

DATE: JULY 14, 1995

FROM: STEVE ARCELONA

SUBJECT: ANNOUNCEMENT FOR THE CALIFORNIA ECONOMIC STRATEGY PANEL JULY 20 AND 21

In May, Virginia Hamilton, Chief of the E.D.D Office of the Workforce Policy Division, gave a presentation to the Private Industry Council on the State's One-Stop Delivery System. Last week she provided me with a copy of the attached agenda for the California Economic Strategy Panel. The topics are timely in light of some State and federal initiatives being proposed. We have checked, and we were told that there is no cost for the forum. Virginia suggested we attend if we could fit these dates into our schedules.

cc: PIC Staff

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Julie Meier Wright
Secretary
California Trade and
Commerce Agency
Chair

Honorable
John Vasconcellos
Member of the Assembly

Honorable
Teresa P. Hughes
Member of the Senate

Honorable
Ken Maddy
Member of the Senate

Honorable
Bruce McPherson
Member of the Assembly

Thomas L. Barton
Holtzmann, Wise
& Shepard

Richard Douglas
Sun-Diamond Growers
of California

Robert Lowe
Lowe Enterprises, Inc.

Becky Morgan
Joint Venture:
Silicon Valley
Network (JVSV)

Hal Plotkin
World Economic
Development Congress

Alison Lynn Reaser, Ph.D.
First Interstate Bancorp

Wesley Ru
Western Badge and
Trophy Company

Jackson L. Schultz
Wells Fargo Bank

Paul Varacelli
Service Employees
International Union
(SEIU)

Jacques Yeager
E.L. Yeager
Construction
Company, Inc.

Edward K. Kawahara, Ph.D
Principal Consultant

801 K Street
Suite 1700
Sacramento, CA
95814-3520
(916) 322-1394

CALIFORNIA ECONOMIC STRATEGY PANEL

BAY AREA REGIONAL FORUM

July 20, 1995
1:30 P.M. - 5:00 P.M.

Holiday Inn
Financial District/Chinatown
750 Kearny Street
San Francisco, CA 94108
(415) 433-6600

1:30 *Welcome and Overview and Objectives of the California Economic Strategy Panel*

Julie Meier Wright, Secretary
California Trade and Commerce Agency

2:00 *Welcome and Overview of Bay Area Economic Trends*

- Bay Area as a "Knowledge Economy"
- Importance of Knowledge Assets (i.e. Universities and National Labs)
- Key Industry Clusters (i.e. Bioscience, Information, Environment and Telecommunications)

Robert Parry, President
Federal Reserve Bank of San Francisco and
Chair of Strategic Planning Committee, Bay Area Economic Forum

2:20 *Regional Economic Trends*

- Overview of Statewide Economic Trends
- Productivity-led Recovery in the Bay Area
- Importance of "Gazelles" in Job Creation
- Key Role of Entrepreneurship

Tapan Munroe, Chief Economist
Pacific Gas and Electric and
Chair of the Economic Development Advisory Group, California Institute

2:50 Regional Economic Profile

- Employment Gains and Losses by Industry
- Emerging Cluster Opportunities
- How the Region Compares to the State and Other Regions

James King, President
Applied Development Economics

3:15 Break

3:30 Panel Discussion on Regional Issues

Defense Transition Issues: Lessons from BADCAT	Sunne Wright McPeak, President Bay Area Economic Forum
Manufacturing Trends: Rise of Contract Manufacturing	Bruce Kern, Executive Director Economic Development Advisory Board of Alameda County
Emerging Industries: Care and Feeding of "Gazelles"	Connie Martinez, Executive Director Economic Development Team/JVSV

5:00 Summary, Agenda for July 21 and Logistics

6:00 PG&E will host dinner for the California Economic Strategy Panel Members and Invited Guests.

Julie Meier Wright
Secretary
California Trade and Commerce Agency
Chair

Honorable
John Vasconcellos
Member of the Assembly

Honorable
Teresa P. Hughes
Member of the Senate

Honorable
Ken Maddy
Member of the Senate

Honorable
Bruce McPherson
Member of the Assembly

Thomas L. Barton
Heltzmann, Wise & Shopard

Richard Douglas
Sun-Diamond Growers of California

Robert Lowe
Lowe Enterprises, Inc.

Bixby Morgan
Joint Venture: Silicon Valley Network (JVSV)

Hal Plotkin
World Economic Development Congress

Alison Lynn Reaser, Ph.D.
First Interstate Bancorp

Wesley Ru
Western Badge and Trophy Company

Jackson L. Schultz
Wells Fargo Bank

Paul Veracalli
Service Employees International Union (SEIU)

Jacques Yeager
E.L. Yeager Construction Company, Inc.

Edward K. Kawahara, Ph.D
Principal Consultant

801 K Street
Suite 1700
Sacramento, CA
95814-3520
(916) 322-1394

California Economic Strategy Panel

BAY AREA REGIONAL FORUM

July 21, 1995
8:30 A.M. - 3:00 P.M.

Nimitz Grand Ball Room
Naval Station Treasure Island

(Note: Breakfast will not be provided. Transportation from the Holiday Inn on Kearny Street to Treasure Island will be available upon request)

8:45 ***Welcome and Overview of the California Economic Strategy Panel***

Julie Meier Wright, Secretary
California Trade and Commerce Agency

Commander Al Elkins
Naval Station Treasure Island

9:00 ***Forum on the Multimedia Industry Cluster***

Self Introductions of Both Panels

9:10 *Presentation of Key Findings from Briefing Paper*

Doug Henton, President
Collaborative Economics

9:20 *Five-Year Opportunities*

- Industry Panel Members Answer the Question: "Where can the multimedia industry in the Bay Area be five years from now?"

Facilitated by Collaborative Economics

9:40 *Requirements for Moving Forward*

- Industry Panel Members Answer the Question: "What three steps should be taken to realize these opportunities?"

10:15 *Actions by the State, Region and Industry*

- Industry Panel Members and Economic Strategy Panel Members Identify Action Steps

11:15 *Public Comment*

- Comments and Questions from the Audience

11:30 *Lunch*

- No host lunch in the cafeteria

12:30 ***Forum on Environmental Industry Cluster***

Welcome and Overview of the California Economic Strategy Panel by Julie Meier Wright

Self Introductions of Both Panels

12:40 *Presentation of Key Findings from Briefing Paper*

Kim Walesh, Project Leader
Collaborative Economics

12:50 *Five-Year Opportunities*

- Industry Panel Members Answer the Question: "Where can the environmental industry be in the Bay Area be five years from now?"

Facilitated by Collaborative Economics

1:10 *Requirements for Moving Forward*

- Industry Panel Members Answer the Question: What three steps should be taken to realize these opportunities?"

1:45 *Actions by the State, Region and Industry*

- Industry Panel Members and Economic Strategy Panel Members Identify Action Steps

2:45 *Public Comment*

- Comments and Questions from the Audience

3:00 *Adjourn*

(Note: Shuttle to the Holiday Inn on Kearny Street, San Francisco International Airport and Oakland Airport will be available upon request.)

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, September 15

DATE:	Tuesday, September 19th, 1995
TIME:	3:00 -- 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th & 5th streets)

Please note the new date for this meeting.

An agenda & materials will be mailed soon.

If you require special accommodation due to a disability please call Roberta Fazande at 931-7460 or TDD 749-7403 at least 72 hours in advance

Issued August 4, 1995

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, September 15

Note new meeting date

DATE:	Tuesday, September 19th, 1995
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th & 5th streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

If you require special accommodation due to a disability please call Roberta Fazande at 931-7460 or TDD 749-7403 at least 72 hours in advance

Issued September 8, 1995

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Agenda

PRIVATE INDUSTRY COUNCIL

meeting of September 19, 1995

1. Public testimony on agenda items * *

2. Adoption of agenda *

3. Approval of minutes for the Council's July 11 meeting (enclosed) *

4. Chairman's report
   a. One-stop service system
   b. Position on proposed Federal legislation

5. Forum — Tom Evans, PIC member & Division Manager, Pacific Gas & Electric Co.
   Mr. Evans will discuss PG&E's on-going survey of employment opportunities in the Bayview-Hunters Point neighborhood and the role of local community based organizations and the City's Enterprise Zone in meeting those needs.

6. Committee reports
   a. Evaluation Committee — Leslie Luttgens
   b. Planning Committee — Gary Fitschen *
   c. Refugee Committee — Jack Fitzpatrick *
   d. Jobs For Youth Committee — Craig Wolfson
   e. Nominating Committee, notice of election at November 14 Council meeting of officers to the PIC Board of Directors, including PIC chairperson — Paul Gormsen

7. Staff reports
   a. Ratification of proposals submitted to:
      1. Mayor's Office of Community Development (summary enclosed) *
      2. United Way (summary enclosed) *
   b. JTPA Alumni of the Year

8. 9. President's report
   a. Should the State regulate communication between the PIC, the Mayor & the PIC President?
   b. Supportive Housing Proposal
   c. Funding rescissions
   d. Federal Fiscal Year 1996 budget

9. Public Testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

9.30
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MEMORANDUM

TO: COUNCIL MEMBERS **DATE:** SEPTEMBER 7, 1995

FROM: LESLIE LUTTGENS, CHAIRWOMAN

SUBJECT: EVALUATION COMMITTEE REPORT.

BACKGROUND

The Evaluation Committee met on August 28, 1995 to discuss competencies, both youth and adult employment enhancements. The concern was what happens to those participants who may achieve competencies proposed by the subcontractors and approved by the Council, but fall short of securing employment. John Cammidge commented that the work history is significant when an employer makes a decision on who to hire. Tom Evans felt it was important to train the participant to get the job. Maurice Miller pointed to issues not related to competencies that influence how someone may get hired due in part to "who you know", work experience, and networking as examples.

Craig King, a member of the Gap Committee representing the subcontractors pointed out that one of the reasons the Committee was formed was because none of the JTPA participants were hired that year by any of the large corporations represented on the PIC. He asked what would it take to help JTPA participants who complete training to be hired from among the large number of applicants that approach the corporations. He appreciated the internship program established by PG&E but was disappointed that the other corporations on the Gap Committee were not able to implement similar programs.

Mr. Cammidge stated that corporations could implement internships because it allows the employer to see first-hand what a particular individual can do rather than relying on what is on a résumé. Brenda Cochrane supported the use of internships.

Maurice Miller recommended considering serving the most-in-need, looking at the issue of quality versus quantity, experiment with the "best" programs, creating ties to other networks for leveraging purposes, tying competencies with work experience, including connections with other service providers which may be needed to provide resources not available through JTPA and looking at providing a continuum of care for the targeted group which has the greatest need.

Ricardo Alva stated that 16-week programs are not long enough to achieve the skills needed to get a job.

Tom Evans asked if it would be possible to narrow the scope of the RFP but ask proponents to include the linkages and competencies in their proposals simultaneously.

RECOMMENDATION

It was suggested reestablishing the Gap Committee (GAP II) to specifically revisit this matter and look at the various suggestions made by members of the Evaluation Committee, subcontractor representatives, and other collaborative resource providers.

cc: Evaluation Committee members
PIC Staff
PIC Subcontractors

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR JORDAN

DATE: SEPTEMBER 6, 1995

FROM: GARY FITSCHEN, CHAIRMAN RRL for GF

SUBJECT: RECOMMENDATIONS OF THE PLANNING COMMITTEE FOR REVISING ALL PY'95 SUBPARTS OF SAN FRANCISCO'S PY'94-'95 JOB TRAINING PLAN

Background:

On April 12th of this year, the Council and the Mayor approved a PY'95 Modification to San Francisco's PY'94-'95 Job Training Plan that was based on two sets of anticipated revenues.

- One set consisted of JTPA monies that were going to be allocated by formulae specified in the federal legislation from monies that were appropriated for PY'95 in October of 1994 and earlier; and
- the other set of anticipated revenues consisted of the PIC Staff's estimates of PY'94 JTPA monies that would still be unobligated or unspent on June 30th and, if within the "allowable limits" permitted by State and federal criteria, all of which would be carried-over into PY'95.

While two different sets of proposed rescissions of monies appropriated for PY'95 were pending on that date, it was nevertheless decided that, because of the minimum federal and State criteria specified for using available JTPA monies within the program year and because there was no assurance that either proposed rescission would be enacted, a plan obligating all anticipated revenues on or about July 1st should be established.

In early May, the PIC was notified that the President had, on April 10th, signed one of the two sets of proposed legislation, a defense-related bill rescinding about a third of all JTPA Title IIC (Year Round Youth Training) monies appropriated for PY'95. The first revision of the PY'95 portion of San Francisco's PY'94-'95 Job Training Plan incorporating this rescission was approved by the Council and the Mayor in early July.

At the end May, the President vetoed the other set of proposed legislation that would have rescinded additional PY'95 JTPA Title IIC and other JTPA monies and invited Congress to formulate rescissions that would leave monies appropriated for "education, employment, and job training programs" undisturbed.

During July, new legislation containing essentially the same rescissions of PY'95 JTPA monies proposed and vetoed earlier was formulated and, at the end of that month, it was enacted. During July and August, it also became apparent that previous estimates of unspent PY'94 JTPA monies had been over-stated.

As a consequence of both sets of reduced revenues and of the resulting smaller amounts of JTPA monies that will be available in PY'95, San Francisco's PY'94-'95 Job Training Plan must be promptly revised again. Today a quorum of the Planning Committee held a public hearing and, as a result, it is recommending the following.

Recommended Revision to the JTPA Title IIA (77%-Year-Round Adult) Subpart:

Since the reduction of available monies for this subpart of the Plan (i.e., from $2,971,909 to $2,695,096) constitutes 9.3%, the Committee is recommending that, with the exceptions of the Assessment Center and of the Child Care Accounts, all subcontract and budget commitments for PY'95 be retroactively reduced by the same percentage.

Recommended Revision to the Title IIA (5%-Older Individuals' Program) Subpart:

Since the reduction in available PY'95 monies for this subpart constitutes 11.46% (i.e., from $396,373 to $350,953), the Committee is recommending that:

- the amount budgeted for the subcontract with Self Help for the Elderly be reduced by 11.50%;
- the amount set aside for the joint project with the National Council on Aging (NCOA) be reduced by 46.74%; and
- the amount set aside for the administrative costs of the PIC be reduced by 13.19%.

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415/931-7460 Fax 415/931-7590 TDD 415/749-7403

Recommended Revision to the JTPA Title IIC (82%-Year-Round Youth) Subpart:

Since the reduction in available PY'95 monies for this plan subpart constitutes 65.25% (i.e., from $1,159,184 to $402,855 in addition to the earlier reduction approved in July from $1,440,268), the Committee is recommending that:

- all expenses incurred by all PIC Subcontractors during the months of July and August be covered;
- monies be set aside for the completion of training for all participants enrolled on or before August 8th;
- that, on the bases of demonstrated performance, commitments for two of the seventeen subcontracts authorized in the original plan be retained along with any set aside monies needed for the costs of assessment, of child care, and of other supportive services for additional participants in these two subcontracts; and
- the amount set aside for the administrative costs of the PIC be reduced by another 52.25%.

Recommended Revision to the JTPA Titles IIA-IIC (5%-Incentive) Subpart:

Since the reduction in available PY'95 monies for this subpart constitutes 11.57% (i.e., from $249,919 to $221,002), the Committee is recommending that:

- the "One-Stop Contingency Fund" be eliminated;
- some of the monies needed for the two phases of the Summer Training and Education Program (STEP) be restored; and
- the amount set aside for the administrative costs of the PIC be reduced by 22.18%.

Recommended Revision to the JTPA Titles IIA-IIC (8%-GAIN) Subpart:

Since the reduction in available PY'95 JTPA and State General Fund matching monies for this subpart constitutes 18.64% (i.e., from $262,756 to $213,778), the Committee is recommending that:

- the amounts budgeted for the subcontracts with Arriba Juntos (AJ) and The Family School (TFS) be reduced by 20.81% and by 23.68%, respectively;
- all monies set aside for the Assessment Center be eliminated; and
- the amount set aside for the administrative costs of the PIC be increased by 20.37%.

Recommended Revisions to three JTPA Titles IIA-IIC (8%-SECG) Subparts for "School-to-Work" Projects:

The State Department of Education and the Chancellor's Office of California Community Colleges (which selected these projects through a statewide competition) have announced that because of "excess unspent monies" elsewhere in the State) none of the PY'95 allocations for any of the three "School-to-Work Projects" (one under a PIC Subcontract with Asian Neighborhood Design and the San Francisco Unified School District, one under a subcontract with the SFUSD and the Mayor's Youth Education and Employment Program, and another under a subcontract with Jewish Vocational Services and the City College of San Francisco) would be affected by the reductions.

Recommended Revision to the JTPA Title IIA (60%-Formula) Subpart:

Since San Francisco's PY'94-'95 Job Training Plan was approved in April:

- the State has announced the allocations of PY'95 JTPA Title IIA (60%-Formula) monies which are contingent on meeting the minimum expenditure criteria for PY'94 (which was accomplished) and on meeting and exceeding all PY'94 Performance Standards (which, while not yet confirmed, also appears to have been accomplished);
- several additional WARN Notices have been issued by various San Francisco employers;
- all available PY'95 JTPA Title IIA (60%-Formula) monies have been obligated on the continuation of the five subcontracts serving eligible "long-term unemployed, homeless individuals" and some of the other dislocated workers requesting services; and
- applications for PY'95 JTPA Title IIA (40%-Governor's Reserve) monies are being prepared for services to other dislocated workers being requested.

The strategic budget for this PY'95 plan subpart (which was reduced 5.17%, from $2,338,356 to $2,216,941) is displayed in the attached table.

cc: Mayor's and PIC Staffs
All PIC Subcontractors
Ken Beik/Scott Winkler, EDD/JTPD

Attached Tables

Title II-A (77%) Basic Adult

		PY'94 Final Funds Available	PY'95 Initial Funds Available	PY'95 Grant Funds Available			Total
				PY'95 Final Allocation			2,666,744
				PY'94 Surplus (FIFO)			28,352
		2,408,732	2,971,909	PY'95 Grant Total —>			2,695,096
Activity	Subcontractor	PY'94 Final Obligations	PY'95 Initial Obligations	<— JTPA Cost Categories —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligations
Individual Referral	CRDC Career Resources Development Center	12,387	40,380		33,550	3,069	36,619
	BAUL Bay Area Urban League	30,572	39,874	31,088	1,818	3,254	36,160
	TBC Third Baptist Church	0	39,389	30,719	1,786	3,215	35,720
	JVS Jewish Vocational Service	0	31,965	24,929	1,449	2,609	28,987
	IR Pool (Training Program Reimbursement)	101,200	200,000	181,372			181,372
Occup. Classroom Training	CACS Chinatown American Cooks School	76,544	83,200	64,888	3,772	6,791	75,451
	SFVS San Francisco Vocational Services	84,430	91,845	73,637	2,540	7,113	83,290
	CET Center for Employment Training	62,413	67,840	53,524	3,076	4,922	61,522
	MHH / SOMEC Mission Hiring Hall / So. Mkt. EC	40,222	43,720	37,638	1,831	177	39,646
	CCSF City College of San Francisco	26,367	57,320	45,485	2,646	3,850	51,981
	AND Asian Neighborhood Design	63,930	69,489	53,927	3,277	5,813	63,017
English as a Second Language	CRDC Career Resources Development Center	137,080	170,355	133,146	7,438	13,904	154,488
	KCI Korean Center, Inc.	74,211	80,676	62,925	3,655	6,583	73,163
	MLVS Mission Language & Vocational School	129,119	140,355	109,452	6,373	11,457	127,282
On Job Training	JVS Jewish Vocational Service	63,930	69,505	63,031			63,031
	SFVS San Francisco Vocational Services	49,657	53,963	44,194	462	4,280	48,936
	AJ Arriba Juntos	100,418	109,150	87,120	4,102	7,763	98,985
	BAUL Bay Area Urban League	136,918	148,814	115,924	6,883	12,146	134,953
	STP Swords to Plowshares	159,988	199,800	155,874	9,010	16,306	181,190
	OMICA (Bayview Hunters Pt., OMI, Vis. Valley)	134,203	134,203	104,664	6,086	10,953	121,703
	NCSL Northern California Service League	0	45,000	35,095	2,040	3,673	40,808
	OJT Pool (Employer Reimbursement)	198,279	225,000	204,043			204,043
PIC Pool:	CCSF San Francisco Assessment Center	0	100,000	43,000	2,500	4,500	50,000
PIC Pool:	Children's Council child care provider's costs	144,558	110,000		136,778		136,778
PIC Pool:	Children's Council operating costs	50,973	20,000		14,221	3,916	18,137
PIC Pool:	Participant Support (Transportation, health, etc.)	50,474	52,210		47,347		47,347
PIC Pool:	PMC Public Media Center (Employer Outreach)	22,682	27,803		25,213		25,213
PIC Operations (Intake, Certification, Employer Outreach)		100,000	80,000		72,549		72,549
PIC Administration		358,177	440,053			402,725	402,725
	Program Year Budget =	2,408,732	2,971,909	1,755,675	400,402	539,019	2,695,096
	Cost Category Obligations, % —>			*65.1 %*	*14.9 %*	*20.0 %*	
					Unobligated Balance =		0

Title II-A (5%) Older Individuals

		PY'94 Final Funds Available	PY'95 Initial Funds Available	PY'95 Grant Funds Available			Total
				PY'95 Final Allocation			350,953
				PY'94 Surplus (FIFO)			0
		396,469	396,373	PY'95 Grant Total —>			350,953
Activity	Subcontractor	PY'94 Final Obligations	PY'95 Initial Obligations	<— JTPA Cost Categories —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligations
OCT	REP Renaissance Experience Plus	96,000	60,000	51,609	2,992	5,399	60,000
OESL	SHE Self-Help for the Elderly	112,724	152,244	122,631	6,481	5,631	134,743
OESL	KCI Korean Center, Inc.	55,731	41,580	36,461	1,765	3,354	41,580
IR Pool	NCOA Joint Project (Individual Referral)	36,744	41,861	22,294			22,294
PIC Pool:	CCSF San Francisco Assessment Center		5,298	4,556	265	477	5,298
PIC Pool:	Participant Support (Transportation, health, etc.)	15,360	12,000		12,000		12,000
PIC Pool:	PMC Public Media Center (Employer Outreach)	2,000	3,708		3,708		3,708
PIC Operations (Intake, Certification, Employer Outreach)		16,461	16,000		16,000		16,000
PIC Administration		61,449	63,682			55,330	55,330
	Program Year Budget =	396,469	396,373	237,551	43,211	70,191	350,953
	Cost Category Obligations, % —>			*67.7 %*	*12.3 %*	*20.0 %*	
					Unobligated Balance =		0

Title II-C (82%) Basic Youth

		PY'94 Final Funds Available	PY'95 Initial Funds Available	PY'95 Grant Funds Available		Total
				PY'95 Final Allocation		304,743
				PY'94 Surplus (FIFO)		98,112
		1,578,085	1,159,133	PY'95 Grant Total —>		402,855
Activity	Subcontractor	PY'94 Final Obligations	PY'95 Initial Obligations	Jul./Aug. Invoice	Bal. of Yr. Estimate	PY'95 Est. Expense
Individual Referral	CRDC Career Resources Development Center	18,580	14,271	2,351		2,351
	CYC Chinatown Youth Center	11,541	44,903	7,698		7,698
	SFES San Francisco Educational Services		25,513	4,995		4,995
	IR Pool (Training Program Reimbursement)	119,600	88,333	*(None enrolled)*		0
Occup. Classroom Training	YAA Youth Assistance Association	25,657	*Defunded*			
	CACS Chinatown American Cooks School	16,000	9,046	1,422		1,422
	SFVS San Francisco Vocational Services	8,889	6,282	1,175		1,175
	MHH / SOMEC Mission Hiring Hall / SOMEC	31,578	19,991	3,450		3,450
	YGCIC Youth Guidance Ctr. Imp. Committee	87,308	78,216	12,083		12,083
	AND Asian Neighborhood Design	113,627	87,297	25,293	*62,004*	87,297
	AND (Completion costs, 8 remaining OCTs)			*(See line above)*		0
OCT/OJT	The Tides Foundation / Garden Project		38,712			
OCT/OJT	Charity Cultural Services Center		22,047	5,752		5,752
English as a Second Language	CRDC Career Resources Development Center	122,460	86,538	14,377		14,377
	CRDC (Completion costs, 5 OESLs)				9,185	9,185
	MLVS Mission Language & Vocational School	175,778	124,216	25,083		25,083
	MLVS (Completion costs, 6 OESLs)				10,000	10,000
	Glide Foundation /Vietnamese Youth Dev. Ctr.	31,741	22,430	4,481		4,481
	CES Community Educational Services	59,130	49,196	9,314	*39,882*	49,196
BRE	SFSU Foundation	62,698	*Defunded*			
On Job Training	CYC Chinatown Youth Center	80,172	19,907	3,472		3,472
	AJ Arriba Juntos	32,000	19,787	2,530		2,530
	OMICA (Bayview Hunters Pt., OMI, Vis. Valley)	85,801	60,633	10,288		10,288
	OJT Pool (Employer Reimbursement)	76,534	49,467		3,984	3,984
PIC Pool:	CCSF San Francisco Assessment Center		15,492			0
PIC Pool:	Children's Council child care provider's costs	49,540	24,733	18,309	21,727	40,036
PIC Pool:	Children's Council operating costs	22,499	4,946	1,000	6,000	7,000
PIC Pool:	Participant Support (Transportation, health, etc.)	32,588	32,111	2,229	10,000	12,229
PIC Pool:	PMC Public Media Center (Employer Outreach)	10,902	10,844			0
PIC Operations (Intake, Certification, Employer Outreach)		55,000	35,333	4,200		4,200
PIC Administration		228,561	168,889	13,428	67,143	80,571
	Program Year Budget =	1,558,184	1,159,133	172,930	229,925	402,855
					Unobligated Balance =	0

Titles II-A/C (5%) Incentive

		PY'94 Final Funds Available	PY'95 Initial Funds Available	PY'95 Grant Funds Available			Total
				PY'94 Award (PY'93 Perf.)			189,919
				PY'93 Surplus (FIFO)			31,083
		279,456	249,919	PY'95 Grant Total —>			221,002
Activity	Subcontractor	PY'94 Final Obligations	PY'95 Initial Obligations	<— JTPA Cost Categories —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligations
BRE	SFCC San Francisco Conservation Corps	28,430					
BRE	PHCDC Potrero Hill Community Dev. Corp.	24,600	54,037	46,472	2,702	4,863	54,037
IR Pool	IR Pool (Training Program Reimbursement)	10,909					
STEP	SFUSD STEP School Year Support (SYS)	64,628	35,848	43,392		4,032	47,424
STEP	PIC/SFUSD STEP SYS Mentor Tutors' Payroll	59,290	32,887	43,507			43,507
"One Stop" Contingency Fund			48,731				0
PIC Pool:	CCSF San Francisco Assessment Center		3,340	2,872	167	301	3,340
PIC Pool:	Children's Council child care provider's costs	13,639	25,000		25,000		25,000
PIC Pool:	Children's Council operating costs	3,416	5,000		1,992	3,008	5,000
PIC Pool:	Participant Support (Transportation, health, etc.)	0	3,360		3,360		3,360
PIC Pool:	PMC Public Media Center (Employer Outreach)	0	2,338		2,338		2,338
PIC Operations (Intake, Certification, Employer Outreach)		5,000	5,000		5,000		5,000
PIC Administration		43,674	34,378			31,996	31,996
	Program Year Budget =	253,586	249,919	136,243	40,559	44,200	221,002
	Cost Category Obligations, % —>			*61.6 %*	*18.4 %*	*20.0 %*	
					Unobligated Balance =		0

Title II-A/C (8%-50%) GAIN

	PY'94 Final Funds Available	PY'95 Initial Funds Available	PY'95 Grant Funds Available			Total
			PY'95 Initial Formula Allocation			106,889
			PY'95 Initial Match Allocation			106,889
	306,508	275,000	PY'95 Grant Total —>			213,778

Activity	Subcontractor	PY'94 Final Obligations	PY'95 Initial Obligations	<— JTPA Cost Categories —> Dir. Trng.	Trng. Rel.	Admin.	Σ Planning Obligations
BRE	TFS The Family School	149,795	138,312	93,217	2,934	9,411	105,562
BRE/OCT	AJ Arriba Juntos	98,800	83,200	57,759	2,369	5,757	65,885
Assessment Center			3,676				0
PIC Operations (Intake, Cert.)		12,214	12,170		12,170		12,170
PMC (Employer Outreach)		1,565	2,573		2,573		2,573
PIC Administration		40,256	22,825			27,588	27,588
	Program Year Budget =	302,630	262,756	150,976	20,046	42,756	213,778
	Cost Category Obligations, % —>			*70.6 %*	*9.4 %*	*20.0 %*	
					Unobligated Balance =		0

Title III-A (60%) Formula Alloc.

This list does not include developing commitments for Naval Station Treasure Island, Hunters Point Shipyard, Office of Personnel Management, Snap On Tools, and others.

A Governor's 40% Discretionary application for additional funds is being prepared.

PY'95 Grant Funds Available	Total
PY'95 Initial 50% Formula Alloc.	1,948,880
PY'95 Initial 10% Allocation /1.	389,776
PY'95 50% Formula Rescission	-101,429
PY'95 10% Rescission /1.	-20,286
PY'95 Grant Total —>	2,216,941

Activity	Subcontractor	<— PY '95 Estimates —> Bas. Readj.	Retraining	Sup. Svcs.	Admin.	Σ Planning Obligation
Homeless	Arriba Juntos, Comm. Housing, Glide, Goodwill, NCSL	284,654	414,587	41,875	28,958	770,074
Homeless	Additional IR costs not included above (Admin for C/R IRs)				13,500	13,500
Carryover	PY'94 Carryover Obligations	18,899	310,764		1,370	331,033
New	PY'95 actual Vendor obligations made since 7/1/95		75,842			75,842
New	PY'95 IR commitments in-process for I. Magnin & layoff wait list	25,422	64,211	9,777	8,823	108,233
New	PY'95 oral commitments for Lilli Ann, George Litho et al (WARN)	85,295	215,438	32,806	29,595	363,134
Assessment Center						0
PIC Operations Staff		110,847				110,847
Children's Council (Providers)				106,718		106,718
Children's Council (Operating)				15,214	22,169	37,383
Transportation & Other Supportive Services				72,051		72,051
PMC (Employer Outreach)						0
PIC Administration					228,126	228,126
		525,117	1,080,842	278,441	332,541	2,216,941
	Cost Category Obligations, % —>	*24%*	*49%*	*13%*	*15%*	
				Unobligated Balance =		0

/1. The "10%" allocation is uncertain. In order to receive it, an SDA must have met minimum expenditure levels in the prior year and also have met or exceeded the prescribed Title III-A performance standards.

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

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TO: COUNCIL MEMBERS **DATE:** SEPTEMBER 7, 1995

FROM: JACK FITZPATRICK, CHAIRMAN

SUBJECT: REFUGEE COMMITTEE REPORT.

BACKGROUND

The Refugee Committee met on August 3, 1995 to review the recommendations prepared by the PIC staff regarding the twelve proposals submitted by seven agencies in response to the Request For Proposal (RFP) issued in early July 1995. After a presentation by the PIC staff, Committee members asked questions and listened to public testimony from those present at the meeting. It was moved and seconded by the members of the Refugee Committee to accept PIC staff recommendations and forward those recommendations to the Council for approval at its September 19 meeting.

The following agencies are being recommended to receive funds from the Refugee Employment Social Services (RESS) and Targeted Assistance (TA) programs to operate employment and training programs to serve refugees receiving public assistance in San Francisco beginning October 1, 1995.

International Rescue Committee	$104,794
Catholic Charities-REAP	$51,390
Third Baptist Church	$11,045
Career Resources Development Center	$60,880
Jewish Vocational Service	$170,850
Mutual Assistance Association Council	$89,083
Subtotal	$488,042
Transportation	$31,486
OJT Set Aside	$12,500
PIC Administration	$93,887
Total	$625,915

A resolution has been introduced to the Board of Supervisors asking for permission to apply for, accept, and expend refugee funds according to the 1995 Refugee County Plan. The resolution will be considered at the September 12 meeting of the Government Efficiency and Labor Committee. It is expected that the Committee will refer the resolution to the Board of Supervisors for approval and it will then be signed by the Mayor in the next few weeks.

RECOMMENDATION

The Refugee Committee is recommending the Council approve the recommendations of the above mentioned organizations and dollar amounts to receive funds to serve refugees in San Francisco receiving public assistance.

cc: Refugee Committee
Refugee Proponents
PIC Staff

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DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
September 19, 1995

Members present: Chairman John Dewes, Mr. Brian Cahill, Mr. John Cammidge, Dr. Ricci Chan, Dr.. Brenda Cochrane, Ms. Linda Davis, Ms. Mary Edington, Mr. Thomas Evans, Mr. Gary Fitschen, Mr. Jack Fitzpatrick, Mr. Arthur Louie, Mr. Craig Martin, Mr. Michael Mee, Mr. Maurice Miller, Mr. Fairfax Randolph, Ms. Barbara Thompson and Dr. Chui Tsang

Staff present: President Steve Arcelona, Ms. Brenda Brown, Ms. Joyce Crum, Ms. Winna Davis, Mr. Eking Estioko, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sululagi Palega and Ms. Clara Wong

Public present: Mr. Ricardo Alva, Ms. Po Yee Au, Ms. Yvonne Bales, Ms. Jamie Brennan, Mr. Relio Bunag, Ms. Courtney Carr, Ms. Joyce Cho, Ms. Dee Anne Davis, Mr. Mouhamei Dia, Ms. Delfina Geiken, Ms. Mulugeta Gereka, Ms. Georgiana Hernandez, Ms. Zelina Jefferies, Ms. Natalie Lopes, Ms. Sammy Louie, Ms. Beth Mahi, Ms. Maria Olivares, Ms. Kim Roth, Ms. Zelda Saeli, Ms. Miriam Servner, Mr. James Unthank, Mr. Carlos Ver and Ms. Angela Wong

The meeting began at 3:05 p.m.

Public testimony on agenda items

There was no public testimony on agenda items.

Approval of the agenda

The agenda was approved by acclamation.

Chairman's report

One-stop service system update

Mr. Dewes, who has been serving as a member of the planning group for implementation in California of One-Stop Career Centers, expressed concern over how large a role business would have in the new system. Mr. Tom Nagle of the Department of Labor and others are supportive of involving private industry councils in the centers, he observed.

September 13 PIC conference

Referring to his notes, which were distributed to members, Mr. Dewes briefly reviewed Mr. Nagle's comments at the PIC Conference held September 13 in Anaheim.

Federal legislation

The Senate has removed workforce development legislation from the bill on welfare reform, permitting Congress to debate job training separately, Mr. Dewes said.

Congress has cut the Job Training Partnership Act Title IIC youth programs by 80 percent, Mr. Arcelona said, and funding seems unlikely for the 1996 Title IIB Summer Youth Employment and Training Program.

Council members discussed sending a letter under Mr. Dewes' signature to the appropriate committee chairpersons in Congress, with copies for San Francisco's Congresspersons, asking how the federal government intends to provide employment and training services to young people in the wake of these cuts. (Note: The letter was mailed October 6.) The motion was seconded by Ms. Thompson and unanimously approved by the Council.

Introduction of new Council member

Near the end of the meeting, Mr. Dewes welcomed the Council's new member, Dr. Ricci Chan of Pacific Dental Group.

JTPA Alumna of the Year

In a brief ceremony, Mr. Dewes presented Ms. Yvonne Bales, a graduate of the PIC-funded Renaissance Experience Plus program for older individuals, with a certificate from the Council and a proclamation from Mayor Jordan congratulating her on her retraining and reemployment and her designation as San Francisco's JTPA Alumna of the Year.

Approval of minutes

Ms. Thompson's motion to approve the minutes as submitted for the Council's July 11 meeting was seconded by Mr. Cammidge and unanimously approved.

Forum

Tom Evans, P.G. & E.

Mr. Evans discussed a recent and highly successful collaboration between San Francisco's private and public sectors. Of 100 employers in San Francisco's Enterprise Zone who responded to a questionnaire, half had said they were ready to hire and interested in Zone benefits and services provided by community based organizations. Subsequently, P.G. & E. organized a meeting, bringing together the employers and representatives from the San Francisco Redevelopment Agency, the Mayor's Office of Community Development, the Mayor's Office of Children, Youth and Their Families, a variety of community based organizations and the PIC. As a result of that meeting, 12 employers said they were ready to hire right away, and since then two individuals have begun work and more hires are pending.

Noting the importance of collaborations which link employers with local organizations and programs which can assist them, Mr. Evans asked that the Council consider ways to institutionalize this model. Mr. Dewes noted that in parts of the state employment and training programs are explicitly linked with economic development activities.

Committee reports

Evaluation Committee

Referring to Ms. Luttgens' September 7 memorandum, Mr. Arcelona reported on the Evaluation Committee's August 28 meeting which included a detailed discussion of employment competencies. Mr. Dewes said he agreed with those Committee members who felt internship programs might be the best vehicle for PIC subcontractors to access jobs with the City's large employers. The Committee will be meeting soon to develop recommendations.

Planning Committee

Referring to his September 6 memorandum, Mr. Fitschen discussed the Planning Committee recommendations for revising all Program Year 1995 subparts of San Francisco's PY'94-'95 Job Training Plan. Given the funding decreases which most subcontractors are facing, Mr. Fitschen said that Committee members were hesitant to increase by nearly $5,000 the budget for PIC administration under Title IIA/C (8%-50%) GAIN, but eventually agreed that the detailed reports

which PIC is required to generate necessitated the increase.

The Council voted separately on each title:

- *Title IIA (77%) Basic Adult:* A motion by Ms. Thompson to approve the Committee's recommended revisions for this title was seconded by Mr. Randolph and approved by the Council, with Mr. Louie, Mr. Miller and Dr. Tsang abstaining.
- *Title IIA (5%) Older Individuals:* A motion to approve the Committee's recommended revisions for this title was seconded by Mr. Cammidge and approved by the Council, with Dr. Tsang abstaining.
- *Title IIC (82%) Basic Youth:* A motion by Mr. Cammidge to approve the Committee's recommended revisions for this title was seconded by Mr. Martin and approved by the Council, with Dr. Cochrane, Mr. Louie, Mr. Miller and Dr. Tsang abstaining.
- *Title IIA/C (5%) Incentive:* A motion by Mr. Martin to approve the Committee's recommended revisions for this title was seconded by Ms. Thompson and approved by the Council, with Ms. Davis and Dr. Tsang abstaining.
- *Title IIA/C (8%-50%) GAIN:* A motion by Mr. Martin to approve the Committee's recommended revisions for this title was seconded and approved by the Council, with Dr. Tsang abstaining.
- *Title IIIA (60%) Dislocated Workers Formula Allocation:* A motion to approve the Committee's recommended revisions for this title was seconded and approved by the Council, with Ms. Edington abstaining.

Refugee Committee
Mr. Fitzpatrick discussed the Refugee Committee's recommendations to fund subcontractors and services under the 1995 Refugee County Plan, as outlined in his September 7 memorandum and recently approved by the Government Efficiency and Labor Committee of the Board of Supervisors. The motion to adopt the recommendations was seconded and approved with Mr. Fitzpatrick abstaining.

Jobs For Youth
Nearly 850 young people have been hired through Jobs For Youth this year, an increase over last year, Mr. Arcelona reported. He asked for volunteers from the private sector, especially those in human resources, to serve on Jobs For Youth's Marketing and Operations subcommittees.

Nominating Committee
The Nominating Committee recommended that Mr. Fitschen succeed Mr. Dewes as chairman of the Council, Mr. Marutani reported. (Mr. Dewes intends to retire as chairman while continuing as a member.) The nomination will be considered by the Board of Directors at a separate meeting likely to be held either before or after the Council's November 14 meeting.

Staff reports

Ratification of proposals
Mr. Arcelona asked the Council to ratify two proposals PIC staff recently submitted to the Mayor's Office of Community Development and three Letters of Intent submitted to the United Way, as outlined in his September 8 memorandum. A motion to ratify the submissions was seconded and approved, with Ms. Davis, Mr. Louie and Dr. Tsang abstaining.

President's report

Reporting requirements
Mr. Arcelona observed that staff recently submitted to the State 61 separate reports covering 31 subparts in order to close out last year's JTPA activities.

State regulation of communication
Mr. Arcelona called attempts by the State's Job Training Partnership Division to regulate communications between local private industry councils and their chairpersons as unnecessary "micromanagement".

Supportive Housing Project
A second round of paperwork was recently submitted to the Housing and Urban Development Department for the PIC-led Homeless Employment Collaborative, a component of the Supportive Housing Project. The Collaborative should begin offering services by January 1.

Funding rescissions
Mr. Arcelona predicted more and perhaps deeper cuts in federal employment and training programs can be expected in 1996, and commended last month's Community Network Forum as a model for dealing with the changes in a constructive manner. He also referred members to a recent article by Eunice Elton, published in the SPUR newsletter.

On a positive note, San Francisco may receive up to twice as much funding for its refugee programs next year due to recent changes in federal rules.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:35 P.M.

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EXECUTIVE SUMMARY

The Continuum of Care is a five year plan for establishing an integrated housing, health and human service system for individuals and families who are homeless or at risk of homelessness.

Through the extraordinary efforts of nonprofit agencies, civic leaders and community volunteers, the city has set in place some outstanding programs and services for assisting homeless people. Nonetheless, homelessness continues to be one of the most pressing and intractable problems facing our city. There are still a significant number of people on our streets who recycle month after month through shelters and other emergency services with no appreciable change in their lives.

The Continuum of Care Plan provides an opportunity to redouble our efforts in addressing homelessness and to establish an integrated service system which will provide more long term benefit for homeless people and the community at large.

GOALS OF THE PLAN

The major goals of the Continuum of Care Plan are:

1. To establish an integrated, effective and coordinated system of health care, housing, employment and support services to prevent and reduce homelessness in San Francisco.

2. To establish a Local Board to ensure that the recommendations of the plan are implemented, monitored and evaluated.

THE NEED FOR AN INTEGRATED SERVICE SYSTEM

The need to establish a system of services is based on a recognition that existing programs do not operate within the context of an integrated system. The major barriers to delivering effective services for homeless and at-risk individuals and families include the following:

1. There is a lack of decent and affordable housing for homeless and very low income individuals and families.

2. Existing health care services do not provide integrated primary care, mental health and substance abuse treatment for homeless and at-risk individuals.

3. Health and social services are inadequately linked to housing for people who are at risk of homelessness or who are newly housed after being homeless.

4. Many homeless individuals and families recycle through the streets and emergency services including shelters, hospital emergency rooms and inpatient units, as well as jails, without any core provider to assist in improving their housing and income status.

5. There is an absence of up-dated, accessible and centralized information to assist homeless and at-risk people, service providers and the public at large.

6. Homeless people are not well served by existing employment and training programs, and there is a lack of integrated and coordinated planning between homeless and mainstream employment training programs.

MAJOR POLICY RECOMMENDATIONS

The Continuum of Care Plan identifies the strategies for building an effective, coordinated and efficient system of services and resources for preventing and reducing homelessness in San Francisco. The plan includes several major policy recommendations .

1. The plan defines seven strategies to establish an integrated health care, housing, employment and social service system. Current homeless services are delivered through a loosely linked network of public and private agencies rather than a coordinated and integrated system.

2. The plan focuses on long-term strategies such as prevention, permanent housing, integrated health care, and training and employment rather than short-term strategies that focus on the immediate crisis of homelessness.

3. The plan addresses the needs not only of people living on the streets and in shelters, but those individuals and families who are living so marginally that they are at high risk of becoming homeless. These at-risk populations include individuals and families on welfare; and individuals about to leave hospitals, jails, and youth group homes and foster care placements without any permanent address.

4. The plan establishes accountability and oversight mechanisms, including a Local Board,-to ensure that the plan is implemented, monitored and evaluated.

SEVEN STRATEGIES FOR ACHIEVING GOALS

The plan recommends seven strategies for delivering an integrated and coordinated system of services. The seven strategies are:

1. **Prevention And Support Services.**

   Reduce and prevent homelessness through eviction prevention and income maintenance strategies; establish family support centers for families in crisis and restore and expand neighborhood based centers; monitor discharge policies from jails, hospitals, treatment facilities and youth group homes; and provide support services including subsidized child care, food, clothing and transportation services.

2. **Centralized Information--on-line Information Systems.**

   Establish centralized and updated information on housing, health care, employment and support services for homeless people, service providers and the public at large; establish centralized intake for emergency, transitional and permanent housing programs; and utilize managed care systems to provide integrated health care for the target populations.

3. **Integrated Health And Social Services.**

   Provide accessible and integrated substance abuse, mental health and primary health care; link health and social services at emergency, transitional and permanent housing sites; and expand capacity of substance abuse and mental health treatment for people with multiple health problems, and those who are currently underserved.

4. **Supportive Housing.**

   Develop a five year supportive housing production program for very low income individuals and families; establish a supportive housing fund; and develop new financing sources and disbursement procedures for capital, service and operating funds.

5. **Income And Employment.**
   Create an integrated system of training and employment services to help homeless people find and maintain jobs; strengthen income maintenance programs; and pursue economic development strategies to create jobs for extremely low-income people and recipients of public assistance.

6. **Diversity.**
   Provide services in an atmosphere of respect and tolerance for the diversity of the homeless population; ensure that as much as possible all levels of staffing reflect the populations served; and provide diversity training for all staff of targeted programs.

7. **Civil Rights.**
   Ensure that the civil rights of the homeless and at-risk individuals and families are respected and protected in all services, programs, and policies of the Continuum of Care Plan.

DEVELOPMENT OF THE CONTINUUM OF CARE PLAN

The Continuum of Care Plan is the result of a major city-wide planning effort. Approximately one thousand people participated at various stages of its development through focus groups, presentations, discussions, formal and informal meetings, neighborhood and business associations and community forums. Participants included the Mayor, all members of the Board of Supervisors, homeless and formerly homeless people, all relevant city departments and commissions, nonprofit housing and social service agencies, advocacy organizations, representatives of the business and corporate sector, religious organizations, the foundation community, and members of the public at large.

This planning effort was set in motion by two events:

1. In January 1994, Mayor Frank Jordan established the Mayor's Homeless Budget Advisory Task Force to assess homeless expenditures in San Francisco and to develop a long-range plan on homelessness. The Task Force is a broad-based advisory body which includes members of the Board of Supervisors, all relevant city departments, homeless and formerly homeless people, service providers, and advocacy groups, and representatives from neighborhood and business associations and the foundation and corporate sector.

2. In April 1994, HUD announced an initiative to consolidate homeless funding into block grants and requiring cities and counties to develop long-range strategic plans for assisting homeless people in their communities.

Since the HUD initiative was announced, major funding and policy reforms are being considered at both the federal and state levels which will have significant impact on federal funding for housing, employment, education and social services for homeless and low-income people in San Francisco. While the impact of this impending legislation is unclear, the Task Force elected nonetheless to proceed with implementing the recommendations of this plan and to establish a Local Board to implement, monitor and evaluate the plan.

PUBLIC REVIEW

The first draft of the plan was completed in October 1994 and over 800 copies were distributed to individuals and organizations. A public review process was conducted to obtain comments on the first draft and to assist in formulating the strategies and funding priorities of the final report. The major and secondary recommendations of the plan were identified through this public review process and the priority-setting meetings conducted by the Task Force.

SURVEY OF HOMELESS AT RISK INDIVIDUALS AND FAMILIES

Nearly 300 homeless and at-risk individuals and families were surveyed to obtain their ideas and suggestions for the Continuum of Care Plan. Interviews for the survey took place on the streets, in shelters, transitional and supportive housing programs, residential treatment programs, drop-in centers, and the San Francisco Department of Social Services.

Survey participants responded with recommendations for preventing homelessness and improving health care, housing, employment training and placement, and social services in San Francisco. The surveys were conducted by the San Francisco Coalition on Homelessness, the San Francisco Council on Homelessness, and Family Rights and Dignity.

FISCAL FINDINGS

The fiscal assessment of homeless expenditures was conducted by the Mayor's Fiscal Advisory Committee (MFAC) and Polaris Research and Development (Polaris). MFAC compiled the data on homeless services funded by the city from general fund, state and federal sources. Fiscal data on homeless revenues and expenditures in the nonprofit sector were compiled by Polaris. The results of the fiscal analysis are the following:

1. For FY 1993-94, a total of $82.7 million from general fund, state, federal and private sources was incurred for homeless services in San Francisco.

2. Of the total $82.7 million, $56.1 million was expended by city departments from general fund, federal and state sources, and $23.8 million was expended by nonprofit agencies. An additional $2.7 million was expended directly by the Veteran's Administration for homeless services.

3. Of the $56.1 million that was expended by city departments, $38.8 million (69%) came from the city's general fund, $14.6 million (26%) came from federal sources, and $2.4 million (4%) came from state sources.

4. Of the $23.8 million expended by nonprofits, $20 million came from the private sector, $3 million came from federal sources and $800,000 came from state sources.

5. Of the total $82.7 million, 48.9 million (or 59.2%) was for "core" expenditures- that is, services specifically designed for and dedicated to homeless persons. By contrast, $33.7 million (or 40.7 %) was for "ancillary" services-- that is, services for low-income persons, but also used by homeless persons.

6. In addition to the $82.7 million spent for homeless services, $16.2 million was incurred by the San Francisco Redevelopment Agency-and the Mayor's Office of Housing for the acquisition and construction of low income housing for homeless persons.

7. Over one-half of the homeless funds expended (67%) were for emergency services including shelter services. Significantly less money was expended on prevention (1% of funds) or on services connected to permanent housing (7.8%) (excluding capital expenditures).

8. Expenditures among the nonprofits surveyed generally paralleled expenditures in city funding, with the greatest funding allocated for emergency services including shelter services.

ESTABLISHING A LOCAL BOARD

The Mayor' and the Board of Supervisors will establish a Local Board which will oversee the integrated health, housing, employment and social service system described in the Continuum of Care Plan. The Local Board will ensure that the principles and recommendations of the plan are implemented, monitored and evaluated.

Members of the Local Board will include homeless and formerly homeless people; representatives from advocacy groups; housing, social service and employment organizations; the business and corporate sector; neighborhood organizations; the funding community; and relevant city departments.

One of the guiding principles of the Continuum of Care Plan is that San Francisco will have one city-wide plan to prevent and reduce homelessness. The Local Board will help ensure a unified homeless strategy that is supported by the Mayor, the Board of Supervisors, city departments, nonprofit agencies, homeless and formerly homeless people, and the community at large.

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: COUNCIL MEMBERS
PIC SUBCONTRACTORS

DATE: OCTOBER 18, 1995

FROM: STEVE ARCELONA

SUBJECT: LETTER TO MEMBERS OF CONGRESS CONCERNING YOUTH PROGRAMS

On October 6 the Private Industry Council of San Francisco sent a letter, signed by Chairman John Dewes, to members of Congress objecting to the recent and severe cuts in funding for youth employment and training activities under the Job Training Partnership Act. A copy of the letter is attached.

In the House of Representatives, the letter was sent to William F. Goodling, Chairman of the Committee on Econornic and Educational Opportunities; Ernest Istook, Chairman of the Subcommittee on Labor, Health and Human Services, and Education Agencies; and Robert Livingston, Chairman of the Appropriations Committee.

In the Senate, the letter was received by Mark Hatfield, Chairman of the Appropriations Committee; Nancy Kassebaum, Chairwoman of the Committee on Labor and Human Resources; and Arlen Specter, Chairman of the Labor/HHS/Education Appropriations Subcommittee.

Copies were also sent to Bay Area Representatives Thomas Lantos and Nancy Pelosi, Senators Barbara Boxer and Dianne Feinstein, and U.S. Department of Labor Secretary Robert Reich.

attachment

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415/931-7460 Fax 415/931-7590 TDD 415/749-7403

PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

October 6, 1995

The Honorable
Mark Hatfield, Chairman
Appropriations Committee
United States Senate
711 Hart Senate Office Building
Washington, D.C. 20510-3701

Dear Senator Hatfield:

The membership of the Private Industry Council of San Francisco, while appreciative of the urgent need to bring federal revenues and expenditures into balance, has some difficulty understanding the inequities recent rescissions and proposed appropriations seem to create.

Under the 1992 amendments to the *Job Training Partnership Act* (JTPA), training is limited to:

- economically disadvantaged, or "eligible", adults 22 years of age and older under Title IIA: and
- eligible youths between the ages of 14 and 21 during summers under Title IIB and during the entire year under Title IIC.

Since the amounts appropriated for these JTPA Titles in preceding years have been barely adequate to serve five percent of the nation's eligible adults and youths, those training services have been limited even further to only those, among all eligibles, "who can benefit most from and are most in need of" them. This Council, in partnership with Mayor Jordan and his predecessors, have consistently determined that, among all eligible persons, at-risk (or "hard-to-serve") youths no longer attending school were those who could benefit most from and were most in need of the kinds of training services that could be financed with JTPA monies.

The recently-enacted rescissions and the proposed appropriations will and would eliminate approximately eighty percent of all year-round services that would have otherwise been financed for eligible, out-of-school, youths and all of the appropriated JTPA Title IIB monies for summer training and employment for eligible youths.

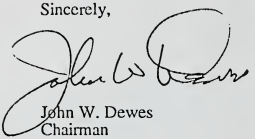
While the rescissions of and proposed reductions in appropriations for adult programs will also be very difficult to absorb, they are significantly less severe than are those for programs in which eligible youths are served. We see this as being particularly inequitable. None of the authorizing legislation now being proposed would ensure services, much less equitable services, for eligible, out-of-school, youths.

The San Francisco Business Community has joined with the PIC, California's Employment Development Department, and San Francisco's Community Based Organizations to establish a program known as "Jobs For Youths" because we see the value of work experience in ensuring that youths enter the job market, establish careers, and move up career ladders. However, we cannot fill the gap left by the proposed reductions in federal financing.

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Is it Congress' intent to eliminate all training and services for this vulnerable group of individuals or are there other programs, with which we are unfamiliar, being contemplated that would bridge that gap?

Sincerely,



John W. Dewes
Chairman

cc: Mayor Frank M. Jordan
Senator Barbara Boxer
Senator Dianne Feinstein

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, November 10th

Note new meeting location

DATE:	Tuesday, November 14, 1995
TIME:	3:00 – 4:30 P.M.
LOCATION:	Pacific Bell Building 140 New Montgomery 26th Floor Auditorium

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

If you require special accommodation due to a disability please call Roberta Fazande at 931-7460 or TDD 749-7403 at least 72 hours in advance

Issued November 3, 1995

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Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of November 14, 1995

1. Public testimony on agenda items * *

2. Adoption of agenda *

3. Approval of minutes for the Council's September 19 meeting (enclosed) *

4. Chairman's report
   a. Board of Directors meeting of November 14, 1995
   b. Update on One-Stop Service System
   c. Jobs For Youth Agency Forum

5. Forum — *Liz Resner, Ph.D., Homeless Program Policy Specialist, Mayor's Office of Community Development*

   Ms. Resner will discuss San Francisco's Continuum of Care program (see enclosed executive summary). PIC will be managing the Homeless Employment Collaborative, a component of San Francisco's Supportive Housing Project, recently funded by the federal Housing & Urban Development, to provide housing, child care, legal and other services to thousands of homeless persons over a three year period. The Project is an extension of the Continuum of Care program.

6. Committee reports
   a. Planning Committee — Gary Fitschen *
   b. Jobs For Youth Committee — Craig Wolfson

7. Staff reports
   a. Labor Market Information Proposal to be submitted to EDD *
   b. Update on federal and State legislation

8. President's report
   a. Performance Standards
   b. Funds utilization

9. Public testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
November 14, 1995

Members present: Chairman John Dewes, Mr. Brian Cahill, Mr. John Cammidge, Dr. Ricci Chan, Dr.. Brenda Cochrane, Mr. Steve Coulter, Ms. Linda Davis, Ms. Mary Edington, Mr. Thomas Evans, Mr. Gary Fitschen, Mr. Jack Fitzpatrick, Mr. Paul Gormsen, Mr. Walter Johnson, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Michael Mee, Mr. Maurice Miller, Mr. Billy Ray, Ms. Barbara Thompson, Dr. Chui Tsang and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Mr. Robert Blanchard, Ms. Brenda Brown, Ms. Joyce Crum, Mr. Wes Dixon, Mr. Howard Eng, Ms. Roberta Fazande, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut and Ms. Clara Wong

Public present: Mr. Ricardo Alva, Ms. Jamie Brennan, Ms. Courtenay Carr, Ms. DeeAnne Davis, Mr. Ed DeBerri, Ms. Eunice Elton, Ms. Deborah Fedonhuk, Ms. Karen Greener, Mr. Jim Kennedy, Mr. Sammy Louie and Ms. Liz Resner

The meeting began with a quorum at 3:05 p.m.

Public testimony on agenda items

There was no public testimony on agenda items.

Approval of the agenda

The agenda was approved by acclamation.

Approval of minutes

Ms. Thompson's motion to approve the minutes as submitted for the Council's September 19 meeting was seconded by Mr. Wolfson and unanimously approved.

Chairman's report

Board of Directors meeting

Mr. Dewes reported that during their 2:30 p.m. Board meeting the Directors unanimously elected Mr. Fitschen chairman of the Council, effective January 1, 1996. Mr. Dewes announced his retirement from both Chevron Corporation and the Council at the end of the year, and thanked Council members, PIC subcontractors and PIC staff for their work and support. In mentioning PIC staff, he included those "both past and present", looking first to the audience where Miss Eunice Elton sat and then toward Mr. Arcelona, sitting beside him.

On behalf of the Council, Mr. Fitschen presented Mr. Dewes with a fountain pen. Mr. Arcelona then read from a proclamation issued by Mayor Frank Jordan:

> Whereas John W. Dewes has faithfully and conscientiously served since 1989 as Chairman of the Private Industry Council of San Francisco (PIC), a private, non-profit corporation; and

Whereas in that capacity he has worked with the Mayor's Office of the City and County of San Francisco, directing the PIC in the use of tens of millions of dollars in government and private funds to establish training and job placement programs during a period when the economy of San Francisco, like that of the nation, has undergone profound change; and

Whereas he has overseen the activities of the PIC in promoting and fostering employment opportunities for thousands of San Francisco residents, both adults and youth, who have been among those most in need of assistance, including the structurally unemployed, the under employed, the economically disadvantaged, dislocated workers, and refugees newly arrived to this country; and

Whereas under his direction the PIC has worked with large and small employers to design and implement employment training programs, with local school systems to improve the employability of students, and with San Francisco's business and community organizations to improve the economic growth and opportunities of our city, and has collaborated in such important activities as the San Francisco Enterprise Zone and Jobs For Youth and in facilities such as the Youth Services Office, the Job Search Center, and an Assessment Center; and

Whereas he has provided responsible leadership to the PIC's year-round staff of approximately 40 individuals and summer staff of approximately 30 persons; and

Whereas, in addition to these contributions to San Francisco, he has been actively involved in statewide and national organizations and committees concerned with preparing for the employment and training challenges of the future; and

Whereas he has accomplished all of this on an entirely voluntary basis, thereby embodying the values of charity and community; and

Whereas after six years of service, John W. Dewes is retiring as Chairman of the PIC;

Therefore be it resolved that I, Frank M. Jordan, Mayor of the City and County of San Francisco, in honor of these and many other contributions to the citizens, employees and employers of San Francisco, do hereby proclaim November 14th, 1995 as John W. Dewes Day in San Francisco.

To which Mr. Dewes added, "That litany goes to show that it took an awful lot of teamwork."

Returning to the Board meeting, Mr. Dewes noted the Directors, believing the PIC to be solvent for the next year, agreed to continue the PIC's 5% rate of contribution to the 403 (b) Tax Sheltered Annuity retirement plan for staff. Directors also asked for more information before considering an adjustment to the staff holiday schedule.

One-stop service system update

Mr. Dewes, who has been serving as a member of the planning group for implementation in California of One-Stop Career Centers, said two final meetings were planned before a report will be issued to the State Job Training Coordinating Council. Still unknown is whether private industry councils or some other entity, including community colleges, will govern the Centers, and the role of chief elected officials.

Jobs For Youth funding proposal

Ms. Thompson made a motion to approve Jobs For Youth's application to the San Francisco Foundation for a $10,000 grant. The motion was seconded by Mr. Andrew and approved by the Council with Mr. Wolfson abstaining.

Mr. Fitzpatrick left the meeting.

Forum

Liz Resner, Homeless Program Policy Specialist, Mayor's Office

In introducing Ms. Resner, Mr. Arcelona said the PIC is spending $800,000 in Title III funds this year for employment training services to the homeless, an amount which will be supplemented over the next three years by an additional $3 million in Housing and Urban Development funds utilized by the Supportive Housing Project. Both of these activities, he noted, are offshoots of San Francisco's Continuum of Care plan for the homeless.

Ms. Resner said the Continuum of Care plan was developed following extensive hearings and with input from over 1,000 people. The plan found that between 1992 and 1994, San Francisco spent $84 million on services to the homeless — housing, health, training, etc. — 65% of which went to emergency services. One goal of the plan therefore is to direct more funds toward prevention, and to serve not just the homeless but also those at risk of becoming homeless.

Homelessness in San Francisco is exacerbated by a lack of affordable housing, Ms. Resner said, and, because many homeless people also have substance abuse problems, by the limited capacity of rehabilitation programs. The plan also found problems in the way services were delivered to the homeless.

Ms. Resner discussed seven strategies under the plan: rental assistance, centralizing information systems through an 800 telephone number and one-stop shelter intake, integrating health and social services, increasing over the next five years low income housing by 2,500 units, providing employment training services adjusted to the needs of the homeless, recognizing the diversity of the homeless population, and respecting their civil rights.

For a copy of the Continuum of Care plan, call Francis, Ms. Resner's secretary, at 554-6149.

Committee reports

Jobs For Youth

To mark its first year in existence, Jobs For Youth held an "excellent" five hour retreat November 8 during which the organization and its relationship with the PIC were examined, and its mission refined, Mr. Wolfson said. With placements up 25% this year, Mr. Wolfson said "the collaboration is growing stronger and with a renewed commitment to youth in San Francisco," and he commended Program Coordinator Stephanie Shmunes. He also praised Mr. Dewes whose efforts were instrumental in the creation of Jobs For Youth.

Staff reports

Labor Market Information contract

Mr. Marutani asked the Council to approve a contact between the PIC and the Employment Development Department to develop a fifth Labor Market Information report over the next year. A motion to approved the contract was made by Mr. Miller, seconded by Ms. Thompson, and unanimously approved by the Council.

Legislative update

The House of Representatives and the Senate will be conferring soon in order to reconcile the separate bills they have each passed consolidating the Federal governments myriad employment and training programs, including the Job Training Partnership Act, Mr. Holland reported.

Ms. Edington, Dr. Tsang and Mr. Gormsen left the meeting.

President's report

Performance standards

Mr. Arcelona announced the PIC had exceeded five of the six federally-established performance standards for its JTPA programs, bringing it $67,000 in incentive funds.

Fund utilization

Last year, San Francisco was one of the few service delivery areas in California to utilize all the funds it had been allocated by the State, Mr. Arcelona reported. San Francisco's Older Workers program was particularly successful.

Public testimony on non-agenda items

There was no public testimony on non-agenda items.

The meeting was adjourned at 4:30 P.M.

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.
MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR-ELECT BROWN

DATE: NOVEMBER 15, 1995

FROM: GARY FITSCHEN, CHAIRMAN

SUBJECT: PLANNING COMMITTEE RECOMMENDATIONS
--- USING RECAPTURED 1994 JTPA TITLE IIA 5% OLDER WORKER MONIES
--- ADULT AND YOUTH EMPLOYMENT COMPETENCIES

OLDER WORKER MONIES
On October 4, 1995, the PIC received a notice that this SDA met the required 80% expenditure rate for Program Year 1994-1995 and was eligible to receive Title IIA 5% Older Worker funds which were recaptured from SDA's that didn't achieve the required expenditure rate.

This PIC will receive at least $52,000 of Title IIA 5% Older Worker funds based upon demonstrated effectiveness in training and employment services to older individuals. Additional recaptured Older Worker funds may be offered at a later date.

The Planning Committee recommends allocating these funds as follows:

- $17,500 to Self-Help for the Elderly to restore the original amount of $152,244 budgeted for the 1995 subcontract which was reduced because of the July 24,1995 recession of the Title IIA 5% funds signed by the President;

- $34,500 to Renaissance Experience Plus (REP) to operate an additional 18 week training cycle. REP's current contract is scheduled to terminate on December 31, 1995.

ADULT AND YOUTH EMPLOYMENT COMPETENCIES
Attached for your review and approval are the Adult Employment Competencies (AECs) and Youth Employment Competencies (YECs) for PY'95 JTPA subcontractors as approved by the Planning Committee on November 15, 1995.

Both AECs and YECs are positive participant termination categories for which subcontractors can receive credit for positive outcomes. The Department of Labor Performance Standards for which the PIC's overall performance is measured is determined by a combination of job placement and competencies met. Adult Employment Competencies (AECs) consist of two general skill areas: basic education skills (which include both math and English) or job specific skills. Adults must attain proficiency in one of the two skill areas to qualify for an AEC.

Youth Employment Competencies (YECs) consist of three general skill areas: basic educational skills (which include both math and English), job specific skills, and pre-employment/work maturity skills. Youths must attain proficiency in two or three skill areas to qualify for a YEC.

In accordance with federal requirements the Private Industry Council must approve AECs and YECs in order for the PIC to issue credit to subcontractors. The Competencies shown on the attached pages were recognized in the subcontracts for the period beginning July 1. Furthermore, the achievements of AECs and YECs are utilized in the overall statistical reporting of the JTPA program outcomes to the State Job Training Partnership Division.

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

We have tried to eliminate technical language and obscure references. The 5% - 8%, etc. headings are shorthand for the following:

5% - funding designated for persons 55 years and older;

5% - incentive funding -- Joseph H. Bailey Program;

8% - programs limited to serving trainees who are participants in the welfare reform program called Greater Avenues for Independence (GAIN);

77% - basic funding for adults;

82% - basic funding for youths.

In reviewing these, keep in mind that individual programs target differing jobs with differing requirements, and very different lengths of training. Not all participants are being prepared for any single level of competencies.

cc: Members, PIC Planning Committee
PIC Staff and all Subcontractors
Anthony Lincoln, Mayor's Staff
Scott Winkler, EDD/JTPD

RECOMMENDED ADULT AND YOUTH EMPLOYMENT COMPETENCIES

Summary of PY'95 PIC JTPA Subcontracts which include AECs and YECs

5% Older Worker Programs	AECs	YECs
Korean Center, Inc.	X	
San Francisco Renaissance Exp. Plus	X	
Self-Help for the Elderly	X	
5% Older Worker Programs	**AECs**	**YECs**
Arriba Juntos	X	
The Family School	X	X
77% Basic Training Programs for Disadvantaged Adults	**AECs**	**YECs**
Arriba Juntos	X	
Asian Neighborhood Design	X	
Bay Area Urban League	X	
Career Resources Dev. Ctr.	X	
Center for Employment Training	X	
Chinatown American Cooks School	X	
City College of S.F./John Adams	X	
Jewish Vocational Service	X	
Korean Center, Inc.	X	
Mission Hiring Hall/SOMEC	X	
Mission Language & Voc. School	X	
Northern California Service League	X	
OMICA	X	
Potrero Hill Community Dev. Corp.	X	
S.F. Vocational Services	X	
Swords to Plowshares	X	
Third Baptist Church	X	
82% Basic Training Programs for Disadvantaged Youths	**AECs**	**YECs**
Asian Neighborhood Design		X
Career Resources Dev. Center		X
Community Educational Services		X
Mission Language & Voc. School		X
5% Joe Bailey	**AECs**	**YECs**
Potrero Hill Community Dev. Corp.	X	X
Title III Basic Training Program for Homeless Adults	**AECs**	**YECs**
Community Housing Partnership	X	
Northern California Service League	X	

AEC - Adult Employment Competencies
YEC - Youth Employment Competencies

5% OLDER WORKERS

Korean Center, Inc.
Older Worker-Occupational Classroom Training/English-as-a-Second Language

Adult Employment Competencies (AECs):
Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of one hundred sixty-six (166) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   improved a minimum of one grade level (100 ESL points) in English-speaking abilities as determined by the Structured Test of the English Language, and

2. Job Specific Skills
   a. passed the KCI Sales and Service Skills Test with a minimum score of 50% or an improvement of at least 50% over the entry-level score, whichever is greater, or

   b. improved at least 25 wpm in typing as determined by the KCI typing test.

Renaissance/Experience Plus
Older Worker-Occupational Classroom Training

Adult Employment Competencies (AECs):
Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of one hundred twenty (120) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   passed the Renaissance/Exp. Plus-developed final exam with a minimum improvement of at least 50% or a minimum 70% score.

Self-Help for the Elderly
Older Worker-Occupational Classroom Training/English-as-a-Second Language

Adult Employment Competencies (AECs):
Basic Educational or Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of ninety (90) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   passed the SHE-developed housekeeping skills' post-program test with a minimum 70% score in both Parts A and B, and passed the SHE-developed Housekeeping Practical Training Assessment with a minimum 70% score in both Parts 1 and 2.

2. Basic Educational Skills
   passed the SHE developed ESL post-program test with a minimum 70% score.

8% STATE COORDINATION GRANTS

Arriba Juntos
GAIN/Coordination Grant-Basic Remedial Education

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The participants will receive a minimum of one hundred eighty-five (185) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   improve a minimum of three scale scores in reading and math as determined by the Comprehensive Adult Student Assessment System (CASAS), or

2. Job Specific Skills
   attain State-approved certification as a Certified Nursing Assistant.

The Family School
GAIN/Coordination Grant-Basic Remedial Education

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The participants will receive a minimum of three hundred fifty-seven (357) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   a. have improved a minimum of two-grade levels in both math and reading skills as determined by the Adult Basic Learning Examination (ABLE), or the Test for Adult Basic Education (TABE) or
   b. have obtained a G.E.D., or

2. Job Specific Skills
   a. have satisfactorily completed the computer literacy class: Apple IIE Introductory Diskette and typing software program, and completed a résumé on the word processing program, or

   b. received a passing grade for the City College class in which enrolled.

Youth Employment Competencies (YECs):
Basic educational and job specific skills will be used to determine the attainments of YECs. Participants are expected to attain the requirements as indicated below in order to achieve YECs. The participants will receive a minimum of three hundred fifty-seven (357) hours of training for YEC attainments. The PIC will issue a certificate of achievement for each youth who attains the YEC requirements.

1. Basic Educational Skills
   a. have improved a minimum of two-grade levels in both math and reading skills as determined by the ABLE, or the TABE, or
   b. have obtained a G.E.D., and
2. Job Specific Skills
   a. have satisfactorily completed the computer literacy class: Apple IIE Introductory Diskette and typing software program, and completed a résumé on the word processing program, or

   b. received a passing grade for the City College class in which enrolled.

77% BASIC ADULTS

Arriba Juntos
Basic Program-On-the-Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Asian Neighborhood Design
Basic Program-Occupational Classroom Training

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The participants will receive a minimum of two hundred ten (210) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   a. increase a minimum of one grade level in reading as determined by the Test of Adult Basic Education (TABE), and

   b. participants will be pre and post-tested with an AND developed Basic Math Test and must achieve the required exit-test scores as determined by their individual entry-test scores:

Math Entry	Math Exit	Minimum Increase
10%	60%	50%
20%	70%	50%
30%	70%	40%
40%	70%	30%
50%	80%	30%
60%	90%	30%

   or,

2. Job Specific Skills
   participants must satisfactorily complete two competency-based hands-on projects as certified by the instructor and must also achieve the required exit-test scores on the AND General Woodworking Test as determined by their individual entry-test scores:

Woodworking Entry	Woodworking Exit	Minimum Increase
0%	50%	50%
10%	60%	50%
20%	70%	50%
30%	70%	40%
40%	70%	30%

Bay Area Urban League
Basic Program-On-the-Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Bay Area Urban League
Basic Program-Individual Referral Training

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to meet or exceed the skill level requirements specified in the IR contracts, as verified by the training programs, in order to attain AECs. The participants must receive a minimum of one half of the total planned hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

Career Resources Development Center
Basic Program-Occupational Classroom Training/English-as-a Second Language

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of three hundred thirty-seven (337) hours (nine weeks) of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   a. for limited English-speaking participants, increased one CELSA level on the combined English Language Skills Assessment (CELSA) for example, from high beginning to low intermediate, or three scale scores on the CASAS ESL appraisal, or for fluent English speakers, improved three scale scores (for example, from 215 to 222) on the Comprehensive Adult Student Assessment System (CASAS), Level C test, and

   b. increased three (3) scale scores on the CASAS math appraisal, or

2. Job Specific Skills
   a. an increase of 20 wpm on the Almena typing test,

   b. demonstrated ability to produce error-free copy in standard letter, memo, and report format, (as per instructor evaluation)

   c. demonstrated ability (as per instructor evaluation) to perform basic workstation operator functions and some system operator functions, e.g., printer operations, initial program load and diskette handling,

   d. demonstrated knowledge of IBM AT's and XT's (per instructor evaluation),

   e. a minimum score of 70% on the Word Perfect test, and

   f. a minimum score of 70% on medical terminology and first aid test (Medical/Clerical only).

Career Resources Development Center
Basic Program - Individual Referral Training

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to meet or exceed the skill level requirements specified in the IR contracts, as verified by the training programs, in order to attain AECs. The participants must receive a minimum of one half of the total planned hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

Chinatown American Cooks School
Basic Program-Occupational Classroom Training

Adult Employment Competencies (AECs):
Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of three hundred eighty-five (385) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   passed the Chinatown American Cooks Culinary exam with a score of 50 percentage points above their entry scores.

Center for Employment Training
Basic Program-Occupational Classroom Training

Adult Employment Competencies (AECs):
Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of five hundred sixty-five (565) hours of training in the computerized accounting and medical tracks, and a minimum of five hundred fifteen (515) hours of training in the building maintenance track for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   Computerized Accounting Participants
   a. Typing
      - if entered with a typing speed of 0-20 wpm, will exit with a minimum typing speed of 35 wpm
      - if entered with a typing speed of 21-35 wpm, will exit with a minimum typing speed of 45 wpm
      - if entered with a typing speed above 35 wpm, will increase by at least 10 wpm

   b. 10 Key
      - if entered with a 10 key speed of 0-100 spm, will exit with a minimum speed of 175 spm
      - if entered with a 10 key speed of over 100 spm, will increase by at least 85 spm.

   c. Accounting
      - will achieve a minimum score of 70% on written instructor-developed accounting tests, which will be documented on the core competency record.

Medical Assistant Participants
will achieve a minimum score of 70% on all competency tests, which will be documented on the core competency record.

Building Maintenance Participants
will achieve a minimum score of 70% on all competency tests, which will be documented on the core competency record.

City College of San Francisco/John Adams
Basic Program-Occupational Classroom Training

Adult Employment Competencies (AECs):
Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of three hundred fifteen (315) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills

   Clerical/Word Processing Participants

   a. will have increased their typing speed by 7 wpm if their entry speed was 45 wpm or better, or 12 wpm if their entry speed was 30-44 wpm on the CCSF-JAC developed typing test, and

   b. will have achieved minimum scores of 80% on the CCSF-JAC Business English exam and on the Computer Applications-Introduction course exam, and the word processing-advanced exam, and

   c. will have completed 100% of all course requirement for Effective Business Communication and Job Preparation, and Office Technology as indicated by student performance checklist.

   Computerized Accounting Participants

   a. will have achieved minimum scores of 80% on the CCSF-JAC Business English exam and on the Computer Applications-Introduction course exam, and the spreadsheets-intermediate course exam, and

   b. will have completed 100% of all course requirement for Effective Business Communication and Job Preparation as indicated by student performance checklists.

   Microcomputer Business Applications Participants

   a. will have achieved minimum scores of 80% on the CCSF-JAC Business English exam and on the Computer Applications-Introduction course exam, and the three microcomputer business application course exams (one at the advanced level, one at the intermediate level, and one at the beginning level), and

   b. will have completed 100% of all course requirement for Effective Business Communication, Job Preparation as indicated by student performance checklists.

Jewish Vocational Service
Basic Program-On-the-Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Jewish Vocational Services
Basic Program-Individual Referral Training

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to meet or exceed the skill level requirements specified in the IR contracts, as verified by the training programs, in order to attain AECs. The participants must receive a minimum of one half of the total planned hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

Korean Center, Inc.
Basic Program-Occupational Classroom Training/English-as-a-Second Language

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of two hundred seventy (270) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   a. improved one level (100 ESL points) in English speaking abilities as determined by the Structured Test of English Language (STEL), or

   b. for limited English speaking participants, increase one ESL level (for example from ESL 300 to 400), or for fluent English speakers, increase one full grade level in reading and math as determined by the TABE and as certified by an instructor, and

2. Job Specific Skills
   a. improved at least 30 wpm in typing as determined by the KCI developed typing test, and

   b. passed the Word Processing Competency Test with a score of 70% or an improvement of at least 20% points over the entry-level score, whichever is greater.

Mission Hiring Hall/South of Market
Basic Program-Occupational Classroom Training

Adult Employment Competencies (AECs):
Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of two hundred forty-three (243) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   have improved at least fifty percent (50%) from the entry scores, or

2. Job Specific Skills:
   passed the CCSF Press Operator test with minimum score of 75% or an improvement of at least 50% over the entry-level score, whichever is greater.

Mission Language and Vocational School
Basic Program-Occupational Classroom Training/English-as-a-Second Language

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of 50% of the scheduled classroom training hours for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   a. minimum attainment of ESL 400 as determined by the English Placement Test (EPT) for VESL I (0-200 ESL),or

   b. minimum one ESL level (100 points) improvement as determined by the English Placement Test (EPT) for all other ESL components, or

   c. minimum one grade level improvement in English as determined by the Test of Adult Basic Education (TABE) for English speaking participants, and

   d. minimum one grade level improvement in math as determined by the Test of Adult Basic Education (TABE) for all participants, or

2. Job Specific Skills
   a. knowledge of typewriter keyboard by touch,

   b. increased typing speed by 20 wpm,

   c. achieved 60 spm on 10 key calculator, and

   d. passed the alpha/numeric filing test in 5 minutes.

Northern California Service League
Basic Program-On-the Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainment. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Oceanview Merced Ingleside Community Association (OMICA)
Basic Program-On-the Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainment. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Potrero Hill Community Development Corporation
Basic Program-Basic Remedial Education

Adult Employment Competencies (AECs):
Basic educational skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of one hundred twenty-seven (127) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Basic Educational Skills
   a. improved two grade levels in both math and reading as determined by the Test of Adult Basic Education (TABE), or

   b. have obtained a GED or passed the California High School/Proficiency Examination (CHSPE).

San Francisco Vocational Services
Basic Program-Occupational Classroom Training

Adult Employment Competencies (AECs):
Job specific skills will be used to determine the attainments of AECs. Participants are expected to attain the requirements as indicated below in order to achieve AECs. The Subcontractor will provide a minimum of two hundred forty-seven and one-half (247.5) hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills (each of the five vocational areas are designed to meet the individual need)
   a. Secretarial/Word Processing — increased typing speed by at least 10 wpm and scored at least 680 points or improved by at least 100 points on course exams, whichever increase is greater,

   b. General Office Assistant — increased typing speed by at least 10 wpm and scored at least 440 points or improved by at least 100 points on course exams, whichever increase is greater,

   c. Medical Insurance Billing — increased typing speed by at least 10 wpm and their 10-key test score by at least 50 spm and scored at least 680 points or improved by at least 100 points on course exams, whichever increase is greater,

   d. General Account Clerk — increased typing speed by at least 10 wpm and/or their 10-key test score by at least 50 spm and scored at least 390 points or improved by at least 100 points on course exams, whichever increase is greater,

   e. Customer Service — increased typing speed by at least 10 wpm and scored at least 265 points or improved by at least 100 points on course exams, whichever increase is greater.

San Francisco Vocational Services
Basic Program-On-the-Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Swords To Plowshares
Basic Program-On-the-Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Third Baptist Church/AIRRC
Basic Program-Individual Referral Training

Adult Employment Competencies (AECs):
Basic educational or job specific skills will be used to determine the attainments of AECs. Participants are expected to meet or exceed the skill level requirements specified in the IR contracts, as verified by the training programs, in order to attain AECs. The participants must receive a minimum of one half of the total planned hours of training for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

82% BASIC YOUTH

Asian Neighborhood Design
Basic Program-Occupational Classroom Training

Youth Employment Competencies (YECs)
Basic educational and job specific skills will be used to determine the attainments of YECs. Participants are expected to attain the requirements as indicated below in order to achieve YECs. The Subcontractor will provide a minimum of two hundred ten (210) hours of training for YEC attainments. The PIC will issue a certificate of achievement for each adult who attains the YEC requirements.

1. Basic Educational Skills
   a. Increase a minimum of one half grade level in reading as determined by the Test of Adult Basic Education (TABE), and

   b. participants will be pre and post-tested with an AND developed Basic Math Test and must achieve the required exit-test scores as determined by their individual entry-test scores:

Math Entry	Math Exit	Minimum Increase
10%	60%	50%
20%	70%	50%
30%	70%	40%
40%	70%	30%
50%	80%	30%
60%	90%	30%

2. Job Specific Skills
participants must also satisfactorily complete two competency-based hands-on projects as certified by the instructor and must also achieve the required exit-test scores on the AND General Woodworking Test as determined by their individual entry-test scores:

Woodworking Entry	Woodworking Exit	Minimum Increase
0%	50%	50%
10%	60%	50%
20%	70%	50%
30%	70%	40%
40%	70%	30%
50%	80%	30%

Career Resources Development Center
Basic Program-Occupational Classroom Training/English-as-a Second Language

Youth Employment Competencies (YECs):
Basic educational and job specific skills will be used to determine the attainments of YECs. Participants are expected to attain the requirements as indicated below in order to achieve YECs. The Subcontractor will provide a minimum of three hundred thirty-seven (337) hours (nine weeks) of training for YEC attainments. The PIC will issue a certificate of achievement for each youth who attains the YEC requirements.

1. Basic Educational Skills
for limited English-speaking participants, increased one CELSA level on the combined English Language Skills Assessment (CELSA) for example, from high beginning to low intermediate, or three scale scores on the CASAS ESL appraisal, or for fluent English speakers, improved three scale scores (for example, from 215 to 222) on the Comprehensive Adult Student Assessment System (CASAS), Level C test, and

2. Job Specific Skills
   a. an increase of 20 wpm on the Almena typing test,

   b. demonstrated ability to produce error-free copy in standard letter, memo, and report format, (as per instructor evaluation)

   c. demonstrated ability (as per instructor evaluation) to perform basic workstation operator functions and some system operator functions, e.g., printer operations, initial program load and diskette handling,

   d. demonstrated knowledge of IBM AT's and XT's (per instructor evaluation), and

   e. a minimum score of 70% on the Word Perfect test, and

   f. a minimum of 70% on medical terminology and test (Medical/Clerical only).

Community Educational Services
Basic Program-Occupational Classroom Training/English-as-a-Second Language

Youth Employment Competencies (YECs):
Basic educational and job specific skills will be used to determine the attainments of YECs. Participants are expected to attain the requirements as indicated below in order to achieve YECs. The Subcontractor will provide a minimum of one hundred fifty (150) hours of training for YEC attainments. The PIC will issue a certificate of achievement for each youth who attains the YEC requirements.

1. Basic Educational Skills
   have improved at least 50 percentage points on a CES developed math test if scored from 0-34% on the pre-test or have improved at least 30 percentage points if scored from 35%-65% and have improved at least 50 percentage points on a CES development English test if scored from 0-20% on the pre-test or have scored at least 70% on the final test if scored above 20% on the pre-test.

2. Job Specific Skills
   a. can type 35 words per minute if entered with no typing skills (0-15 wpm), can type 45 wpm if entered with typing skills of 16-34 wpm, or increased their typing skills by at least 10 wpm if entered with typing skills 35 wpm or more, and

   b. can achieve 10-key 100 strokes per minute if entered with no 10-key skills (0-75 spm), or increased their 10-key skills by at least 25 spm if entered with 10-key skills at 76 spm or more, and

   c. score 70% or higher on a CES developed basic computer test.

Mission Language and Vocational School
Basic Program-Occupational Classroom Training/English-as-a-Second Language

Youth Employment Competencies (YECs):
Basic educational and job specific skills will be used to determine the attainments of YECs. Participants are expected to attain the requirements as indicated below in order to achieve YECs. The Subcontractor will provide a minimum of 50% of the scheduled classroom training hours for YEC attainments. The PIC will issue a certificate of achievement for each youth who attains the YEC requirements.

1. Basic Educational Skills
   a. minimum attainment of ESL 400 as determined by the English Placement Test (EPT) for VESL I (0-200 ESL), or

   b. minimum one ESL level (100 points) improvement as determined by the English Placement Test (EPT) for all other ESL components, or

   c. minimum one grade level improvement in English as determined by the Test of Adult Basic Education (TABE) for English speaking participants, and

   d. minimum one grade level improvement in math as determined by the Test of Adult Basic Education (TABE) for all participants, and

2. Job Specific Skills
   a. knowledge of typewriter keyboard by touch,
   b. increased typing speed by 20 wpm,
   c. achieved 60 spm on 10 key calculator, and
   d. passed the alpha/numeric filing test in 5 minutes.

Potrero Hill Community Development Corporation
Basic Program-Basic Remedial Education

Youth Employment Competencies (YECs):
Basic educational and pre-employment/work maturity skills will be used to determine the attainments of YECs. Participants are expected to attain both the requirements as indicated below in order to achieve YECs. The Subcontractor will provide a minimum of one hundred twenty-seven (127) hours of training for YEC attainments. The PIC will issue a certificate of achievement for each youth who attains the YEC requirements.

1. Basic Educational Skills
   a. improved two grade levels in both math and reading as determined by the Test of Adult Basic Education (TABE), or

   b. have obtained a GED or passed the California High School/Proficiency Examination (CHSPE), and

2. Pre-employment/Work Maturity Skills
   a. demonstrated proficiency in each of the eleven core competencies, provided that at least five of the learning objectives were achieved during the program intervention. Proficiency in these core competencies will be measured by the Comprehensive Adult Student Assessment System (CASAS) and teacher/counselor evaluations. The participant will be considered to be proficient if s/he attains a score of at least 78% in each of the eleven core competencies.

      1. Pre-employment Competencies
         a. Making career decisions

         b. Using labor market information and conducting job search

         c. Preparing résumés and cover letter - develop a résumé and cover letter appropriate to career field

         d. Filling out an application - complete an application accurately

         e. Interviewing

      2. Work Maturity Competencies
         a. Being consistently punctual - arriving to class on time and returning from breaks on time

         b. Maintaining regular attendance

         c. Demonstrating positive attitudes/behaviors

         d. Presenting appropriate appearance

         e. Exhibiting good interpersonal relations

         f. Completing tasks effectively.

TITLE III - BASIC ADULT HOMELESS PROGRAM

Community Housing Partnership
Basic Program-On-the-Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainments. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

Northern California Service League
Basic Program-On-the Job Training

Adult Employment Competencies (AECs):
Job specific skills as indicated below will be used for the attainment of AECs. The OJT trainee must also complete a minimum of 50% of the OJT hours for AEC attainment. The PIC will issue a certificate of achievement for each adult who attains the AEC requirements.

1. Job Specific Skills
   met the job specific skill level requirements stipulated in the OJT contracts, as verified by the employers.

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, January 5th

DATE:	Tuesday, January 9, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th and 5th Streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

If you require special accommodation due to a disability please call Roberta Fazande at 931-7460 or TDD 749-7403 at least 72 hours in advance

Issued December 27, 1995

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Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of January 9, 1996

1. Public testimony on agenda items * *
2. Adoption of agenda *
3. Approval of minutes for the Council's November 14 meeting (enclosed) *
4. Chairman's report
   a. Board of Directors meeting of January 9, 1996
   b. Update on One-Stop Service System
   c. Jobs For Youth Agency Forum
5. Forum — *We will notify you as soon as we receive confirmation.*
6. Committee reports
   a. Planning Committee — Gary Fitschen *
      i. Recommendations for unspent 1995 JTPA Title IIB (SYETP) monies *
      ii. Recommendations for recaptured 1994 JTPA Title IIA-5% (Older Worker) monies *
      iii. Recommendations for Adult and Youth Employment Competencies (AECs and YECs) *
   b. Jobs For Youth Committee — Craig Wolfson
7. Staff reports
   a. Update on federal and State legislation
8. President's report
   a. Considerations and issues for 1996 JTPA Title IIB (SYETP) & PY'96 Title IIC (youth) subpart plans
   b. Two-year Plan
   c. Request For Proposal (RFP)
9. Public testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR-ELECT BROWN

DATE: DECEMBER 14, 1995

FROM: GARY FITSCHEN, CHAIRMAN

SUBJECT: PLANNING COMMITTEE RECOMMENDATIONS --- USING UNSPENT 1995 JTPA TITLE IIB-SUMMER YOUTH EMPLOYMENT AND TRAINING PROGRAM (SYETP) MONIES

In October of 1994, all appropriations authorized under the *Job Training Partnership Act* had been enacted for Program Year 1995 (starting in July of 1995) and (because SYETPs are financed on the basis on Federal Fiscal Years which begin in October) for both the 1995 and the 1996 JTPA Title IIB Programs.

By mid-April of 1995, formula allotments of those appropriated monies to all states and formula allocations of those allotted monies to all Service Delivery Areas (SDAs) had been computed and announced and, based on those formula allocations, the PY'95 Modification to San Francisco's PY'94-'95 Job Training Plan (including the 1995 JTPA Title IIB-SYETP Subpart of it) were completed and approved by the Council and the Mayor by the date specified in the Act. Later that same month, approximately a third of all PY'95 monies to be allocated for the JTPA Title IIC (82%-Year-Round Youth) Subpart of that Plan Modification were rescinded in appropriations of monies for the Department of Defense.

At the end of July, half of all monies still remaining monies in the PY'95 JTPA Title IIC (Year-Round Youth) Program Account were rescinded (meaning that two-thirds of all monies budgeted for that subpart of San Francisco's Modified Plan in April had been recalled), between five and ten percent of the all monies appropriated for the PY'95 JTPA Titles IIA (Year-Round Adult) and III (Dislocated Workers') Programs were also rescinded, all monies appropriated for the 1996 JTPA Title IIB-SYETPs were rescinded, and authorization for SDA Partners to transfer monies between the JTPA Titles IIB (SYETP) and IIC (Year-Round Youth) Subparts of that Plan was increased from 20% to 50%, subject to the Governor's approval.

By early November, it was determined that, of approximately $3.6 million dollars originally available for San Francisco's 1995 SYETP, between $300,000 (8.3% of that total amount) and $350,000 (9.7% of that same total from which some bills were still outstanding) remained unspent either:

1. to be transferred immediately to the JTPA Title IIC (82%-Year-Round Youth) Subpart Program which, under the new authority provided at the end of July, would restore some of the monies rescinded for some or all of the remaining six months of PY'95;

2. to be carried-over for later development and implementation of a much smaller 1996 SYETP

   a. if no new monies are appropriated for it; OR

   b. if new additional monies are appropriated for the 1996 SYETP (there is evidence of such a proposal) and if, as anticipated they would only be appropriated at the last minute, to be used as a nucleus for an expanded 1996 SYETP that could be quickly implemented; OR

3. used for two or all three purposes.

The Committee considered six different specific proposals for each of the three options; three were offered by the PIC's staff, two were proposed by representatives of two different groups of the PIC's SYETP Subcontractors, and a compromise was offered by a member of the Committee.

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The debates surrounding each of the three previously-described general options and each of the six specific proposals offered were very spirited, generally responsible, and extremely well focused: the discussions involved not only members of the Committee but representatives of concerned PIC Subcontractors under both the Titles IIB (SYETP) and IIC (82%-Year-Round Youth) Subparts of the Plan.

As a result of those debates, the basic choices for the Committee appeared to be using the $300,000:

4. to provide in the five or six remaining months of PY'95 immediate financing for the restoration of some or of all of the Title IIC (82%-Year-Round Youth) Subcontracted Programs to provide basic remedial education, occupational training, job placement, or all three kinds of services to either 105 or 77 additional economically disadvantaged youths, most of whom would be out-of-school and between the ages of 18 and 21 years; OR

5. to reserve the monies for the Title IIB (SYETP) which, with some or all of the organizations that subcontracted with the PIC for the 1995 SYETP, would create however many fully-subsidized summer jobs and related educational services permitted with whatever monies are eventually available for approximately 350 or more economically disadvantaged youths, over 90% of whom would be in-school and between spring and fall semesters and approximately 40% of whom would be between the ages of 14 and 15 years.

As a result of these discussions, the Committee is recommending that the Council and the Mayor approve the immediate transfer of $300,000 from the Title IIB (SYETP) Subpart to the Title IIC (82%-Year-Round Youth) Subpart of San Francisco's PY'94-'95 Job Training Plan for immediate restoration of basic remedial education, occupational training, job placement, or all three kinds of services to 77 additional eligible youths described for the remaining five or six months of PY'95.

Details of the PIC Subcontracts that would be restored or modified by this recommendation are attached for the consideration of the Mayor-Elect upon assumption of office on January 8th and by the Council at its January 9th meeting.

cc: Members, PIC Planning Committee
PIC Staff and all Subcontractors
Anthony Lincoln, Mayor's Staff
Scott Winkler, EDD/JTPD

Attachment

Planning Committee Recommendation for use of PY'95 JTPA Title IIB Summer Youth Employment and Training Program (SYETP) Unspent Funds

OPTION #2

This option provides across the board funding recommendations for all youth subcontractors except for Tides Foundation and Charity Cultural Services Center. If additional funds are available, staff reserves the right to bring the set aside pools to an acceptable level which will cover the cost of participant support.

		A	B	C	D	E
		PY'94 Final II-C Availability	PY'95 Initial II-C Availability	II-C Post-Rescission Availability	II-B Surplus Transfer Availability	PY'95 Init. IIC/IIB Availability
		1,578,085	1,159,133	402,855	300,000	702,855
Program Activity	Subcontractor	PY'94 Final Obligations	PY'95 Initial Obligations	9/19 PIC Budget +	IIB Txfr. Funds =	PY'95 Rev. Expense
IR	CRDC Career Resources Development Center	18,580	14,271	2,351	11,920	14,271
IR	CYC Chinatown Youth Center	11,541	44,903	7,698	16,250	23,948
IR	SFES San Francisco Educational Services		25,513	4,995	16,250	21,245
IR	IR Pool (Training Program Reimbursement)	119,600	88,333		32,928	32,928
OCT	YAA Youth Assistance Association	25,657	0			0
OCT	CACS Chinatown American Cooks School	16,000	9,046	1,422	7,624	9,046
OCT	SFVS San Francisco Vocational Services /1.	8,889	6,282	1,175	7,714	8,889
OCT	MHH / SOMEC Mission Hiring Hall / SOMEC	31,578	19,991	3,450	16,250	19,700
OCT	YGCIC Youth Guidance Ctr. Imp. Committee	87,308	78,216	12,083	16,250	28,333
OCT	AND Asian Neighborhood Design	113,627	87,297	87,297	*Full funded*	87,297
OCT/OJT	The Tides Foundation / Garden Project		38,712	0		0
OCT/OJT	Charity Cultural Services Center		22,047	0		0
ESL	CRDC Career Resources Development Center	122,460	86,538	23,562	16,250	39,812
ESL	MLVS Mission Language & Vocational School	175,778	124,216	35,083	16,250	51,333
ESL	VYDC Glide Fnd. / Vietnamese Youth Dev. Ctr.	31,741	22,430	4,481	16,250	20,731
ESL	CES Community Educational Services	59,130	49,196	49,196	*Full funded*	49,196
BRE	SFSU Foundation (Bridges)	62,698	0			0
OJT	CYC Chinatown Youth Center	80,172	19,907	3,472	16,250	19,722
OJT	AJ Arriba Juntos	32,000	19,787	2,530	16,250	18,780
OJT	OMICA (Bayview Hunters Pt., OMI, Vis. Valley)	85,801	60,633	10,288	16,250	26,538
OJT	OJT Pool (Employer Reimbursement)	76,534	49,467	3,984	16,250	20,234
PIC Pool:	CCSF San Francisco Assessment Center		15,492			0
PIC Pool:	Children's Council child care provider's costs	49,540	24,733	40,036	26,402	66,438
PIC Pool:	Children's Council operating costs	22,499	4,946	7,000	4,616	11,616
PIC Pool:	Participant Support (Transportation, health, etc.)	32,588	32,111	12,229	8,064	20,293
PIC Pool:	PMC Public Media Center (Employer Outreach)	10,902	10,844			0
PIC Operations (Intake, Certification, Employer Outreach)		55,000	35,333	4,200	5,547	9,747
PIC Administration		228,561	168,889	80,571	16,435	97,006
		1,558,184	1,159,133	397,103	300,000	697,103

/1. SFVS under this option may not receive more than the maximum amount proposed.

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DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
January 9, 1996

Members present: Chairman Gary Fitschen, Mr. Brent Andrew, Mr. John Cammidge, Dr. Ricci Chan, Dr.. Brenda Cochrane, Ms. Linda Davis, Mr. John Dewes, Mr. Paul Gormsen, Ms. Vanessa Johnson, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Michael Mee, Mr. Fairfax Randolph, Mr. Kent Sims, Dr. Chui Tsang and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Ms. Brenda Brown, Ms. Joyce Crum, Mr. Wes Dixon, Mr. Eking Estioko, Ms. Karen Hart, Mr. Dan McGrue, Mr. Sulu Palega and Ms. Clara Wong

Public present: Ms. Betty Baham, Mr. Relio Bunag, Ms. Joyce Cho, Ms. Delfina Geiken, Mr. Balfour Gerber, Mr. Michael Gonzales, Ms. Karen Greener, Mr. Keith Hall, Ms. Verlaine Hawkins, Mr. Thomas Latham, Ms. Louella Lee, Mr. George Lopez, Ms. Natalie Lopes, Ms. Maria Olivares, Ms. Zelda Saeli, Mr. Carlos Ver and Mr. Ken Woo

The meeting began without a quorum, and action items were postponed.

Public testimony on agenda items

There was no public testimony on agenda items.

Chairman's report

Mr. Fitschen thanked Mr. Dewes for agreeing to remain a member of the Council following his retirement as chairman.

Board of Directors' meeting

During a meeting held prior to the Council meeting, the Directors approved a 2% cost of living pay increase for PIC staff, Mr. Fitschen said.

One-Stop Service System

In early December the State Job Training Coordinating Council approved and forwarded to the Governor a task force's recommendations for the structure of a One-Stop Service System in California, reported Mr. Dewes, who serves on the task force. The proposed System is similar to San Francisco's PIC system, with a collaborative partnership between the policy board of the One-Stop Centers and the chief elected officials of a municipality. Missing from this is what shape the Federal law governing such Centers, still under development by Congress, will take.

Committee reports

Planning Committee

Mr. Fitschen thanked Mr. Andrew for agreeing to take over as chairman of the Planning Committee.

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Recommendation for unspent 1995 SYETP monies: Referring members to his December 14, 1995 memorandum, Mr. Fitschen noted that the Planning Committee had considered three options for allocating $300,000 in unspent 1995 Title IIB Summer Youth Employment and Training Program funds. The Committee recommended Option #2 which would provide across-the-board funding for all Title IIC year-round youth subcontractors except for Tides Foundation and Charity Cultural Services Center; additional funds that might become available would be used to bring set-aside pools to an acceptable level in order to cover the cost of participant support.

Mr. Fitschen and others noted the Committee's choice to move funds from the summer youth program (a $3 million program in San Francisco which the Congress has not proposed funding in 1996) into the year-round youth program (which suffered deep federal funding cuts last year) was extremely difficult. Spreading such limited funds between the two programs would be inefficient, Mr. Dewes observed. If Congress does decide to fund a summer program this year, staff and subcontractors will have little time to prepare, Mr. Arcelona added, and the resulting program will probably look different than past ones.

A quorum was achieved.

A motion to approve the Planning Committee's recommendation for unspent Title IIB funds was made by Mr. Sims, seconded by Mr. Andrew, and approved by the Council with Ms. Davis and Mr. Martin abstaining.

Approval of the agenda

A motion to approve the agenda as modified by Mr. Fitschen was made by Mr. Dewes, seconded by Dr. Tsang, and approved unanimously.

Approval of minutes

A motion to approve the minutes as submitted for the Council's November 14 meeting was made by Mr. Martin, seconded by Mr. Wolfson, and unanimously approved.

Recommendation for recaptured Older Workers monies: Referring to his November 15, 1995 memorandum, Mr. Fitschen outlined the Planning Committee's recommendation to allocate an additional $52,000 in Title IIA 5% Older Workers funds as follows: $17,500 to Self-Help for the Elderly to restore the original amount of $152,244 budgeted for the 1995 subcontract which was reduced because of the July 1995 recession; and $34,500 to Renaissance Experience Plus, whose current contract was scheduled to terminate on December 31, 1995, to operate an additional 18 week training cycle.

A motion to approve these recommendations was made by Mrs. Luttgens, seconded by Mr. Sims, and unanimously approved by the Council.

Recommendations for Adult and Youth Employment Competencies: Referring to the remainder of his November 15, 1995 memorandum, Mr. Fitschen briefly discussed the Planning Committee's recommendations for Adult and Youth Employment Competencies.

A motion to approve these recommendations was made by Mr. Dewes, seconded by Mr. Fairfax, and unanimously approved by the Council.

Jobs For Youth

During 1995, Jobs For Youth, in its first year as a year-round, expanded program, placed over 1,300 young San Franciscans in jobs, an increase of 45% over the previous year, Mr. Wolfson announced. Jobs included clerical, sales, food services, inventory clerks and drivers, with pay averaging from $5 to $7 an hour; many of the employers were hiring youth for the first time. Highlights from the year included the second annual Breakfast held in May and attended by 250

persons; recognition by U.S. Department of Labor Secretary Robert Reich of JFY as a nation-wide model; a November retreat at which a mission statement was developed; and a Forum held in December by JFY for local youth serving agencies.

With steep reductions in funding for PIC's JTPA youth programs, Mr. Wolfson noted the increased importance of JFY's collaborative approach between the private and public sectors to provide employment opportunities to young people. In the year ahead, JFY is developing standards for determining a youth's job readiness, and attempting to improve access to the JFY job clearing house. Mr. Wolfson encouraged Council members, their hiring managers and business associates to attend JFY's third annual Breakfast to be held at the Sheraton Palace Hotel on April 9.

Staff report

Update on federal and state legislation

Task forces are currently meeting in Congress to discuss the repeal of JTPA and its replacement by employment and training block grants to the states, Mr. Holland reported. Meanwhile, Congress and the President continue to deadlock over the federal budget appropriations, including funds for JTPA during PY '96-'97.

President's report

1995 in review

Mr. Arcelona noted this month marks his first year as President of the PIC. It was an "exciting" year, he said, with some unexpected challenges — including the federal rescissions of some JTPA funds. Mr. Arcelona thanked for their support members of the Council, PIC staff and PIC subcontractors. Jobs For Youth and its collaborative approach with the private sector was the highlight of the past year, he said, and could be a model for PIC's other programs, particularly as funding continues to dwindle. It is important, he added, to see the Council's mission not just in terms of JTPA but as a provider of employment and training services to existing systems and programs, such as welfare reform, services to the homeless and education.

Annual report

An annual report on the PIC's activities during Program Year 1994-95 should be published soon, Mr. Arcelona announced. During that period, PIC served through JTPA, SYETP and JFY over 5,000 individuals with a $12.5 million budget, and worked with over 600 subcontractors, including community based organizations, individual referral training providers, and employers with on-the-job training contracts or who hired PIC trainees.

Meeting with Mayor Brown

Willie Brown recently met with Mr. Fitschen, Mr. Dewes and Mr. Arcelona, asking thoughtful questions regarding the PIC and its employment programs for the City. Mayor Brown emphasized his commitment to create 10,000 new jobs in San Francisco during his term and to hold an economic summit during his first 100 days. PIC needs to be part of both, Mr. Arcelona noted.

Rockefeller Foundation's challenge

The Rockefeller Foundation has approached the PIC with a challenge to create a a job training system that will go beyond existing legislation and serve as model for urban areas, Mr. Arcelona said. Planning for such a system would have to involve not just PIC and its staff but CBOs, the City and, of course, the business community. Ms. Davis noted, and Mr. Arcelona agreed, that such an extensive restructuring of the way services are funded and delivered in San Francisco would involve a great deal of conceptual exploration, negotiations over collaborations, and conflict management and resolution.

Mrs. Luttgens suggested that an ad hoc committee be formed to explore existing innovative structures in the United States, including the PICs in Milwaukee and Indianapolis which were sited by the Rockefeller Foundation as exemplary, and determine their applicability to San Francisco.

Mr. Fitschen, Ms. Cochrane, Mr. Sims and Dr. Tsang volunteered to serve upon this committee.

Public testimony on non-agenda items

There was no public testimony on non-agenda items.

The meeting was adjourned at 4:30 P.M.

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: ALL COUNCIL MEMBERS **DATE:** FEBRUARY 28, 1996

FROM: STEVE ARCELONA

SUBJECT: SAN FRANCISCO'S LATEST APPLICATION FOR A "SCHOOL-TO-WORK" GRANT AND THE PIC'S POTENTIAL ROLE IN IT

On January 26th, the City College of San Francisco (in an informal collaboration or "partnership" with San Francisco State University, the San Francisco Unified School District, the PIC, Arriba Juntos, Columbia Park Boys and Girls Club, the Mission District Enterprise Community Board, Kaiser Permanente, San Francisco General Hospital, and Local 790 of the United Public Employees Union) submitted an application to the U.S. Departments of Education and of Labor for a "School-to-Work Urban or Rural Opportunities Grant" for the "Mission Academic Complex" (or "Mission Works"). Excerpts are attached.

The proposed program, if selected, would create a "seamless curriculum from kindergarten through college that outlines a set of skills students must learn to move to the next level. New skill assessment methods will be implemented and students will receive certificates that delineate the skills they possess."

"Curriculum development over the five years will focus on three career pathways: health, emerging science technologies such as environmental and biotechnology, and communications art technologies such as multi-media".

The proposed program would be targeted on all youths who reside in eight specified census tracts in the Mission District (several of which are in San Francisco's designated "Enterprise Communities"), who attend Sanchez Elementary School, Everett Middle School, or Mission High School, or who both reside in one of those census tracts and attend one of those SFUSD schools.

CCSF, SFUSD, and SFSU would be primarily responsible for developing and implementing the "School-Based Learning" aspects of the proposed program. These would involve developing and implementing the curriculum in the three career clusters or pathways at the three schools. The San Francisco Assessment Center, and the PIC's share of the responsibilities for it, would be a key element of this effort.

Arriba Juntos and Columbia Park Boys and Girls Club would be primarily responsible for developing and implementing some of the "Connecting Activities" of the proposed program. These would involve developing and implementing "Parent-Child Career Workshops".

Kaiser Permanente, San Francisco General Hospital, Local 790, the PIC, and the PIC's Subcontractors (including, especially, Arriba Juntos) would be primarily responsible for developing and implementing the "Work-Based Learning" aspects of the proposed program. These would involve job shadowing, internships, work experience opportunities, and on-the-job training (or OJT) opportunities in coordination with the "Connecting Activities" and the "School-Based Learning" aspects of the proposed program.

To coordinate the different aspects of this proposed program, a "Mission Works Advisory Council" would be established to provide overall guidance. Although a final budget is not yet available, the CCSF is requesting $622,378 of federal "School-to-Work" funds and, of that amount, approximately $100,000 would be set-aside for the PIC and its subcontractors. Federal selections of grantees for these projects are not expected to be announced earlier than May. I will keep you informed of any developments in this regard; please let me know if you hear anything or if you have any suggestions.

The Council's ratification of the PIC's proposed roles in this program is requested.

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, March 8th

DATE:	Tuesday, March 12, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th and 5th Streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

Issued March 4, 1996

If you require special accommodation due to a disability, please call Roberta Fazande at 931-7460 or TDD 749-3117 at least 72 hours in advance

Know your rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and Country exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force at 415/554-6075.

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Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of March 12, 1996

1. Public testimony on agenda items * *
2. Adoption of agenda *
3. Approval of minutes for the Council's January 9 meeting (enclosed) *
4. Chairman's report
5. Forum — *Jobs For Youth, Stephanie Shmunes, Program Director*

   An overview of Jobs For Youth, the collaborative private sector youth employment program co-sponsored by PIC. Continuing deep cuts in Federally-funded youth programs have made Jobs For Youth — which found work for over 1,300 young people last year — an increasingly important component in San Francisco's employment and training services system.

6. Committee reports
   a. Update on the State's proposed One-Stop Service System — John Dewes
   b. Joint Planning & Evaluation committees' recommendations (previously mailed) — Brent Andrew & Leslie Luttgens *
   c. Jobs For Youth — Craig Wolfson
7. Staff reports
   a. Approval of the PIC's potential role in San Francisco's latest School to Work proposal (enclosed) — Ray Holland *
   b. Mayor Willie Brown's Economic Summit
   c. Federal & State legislation update — Ray Holland
   d. Federal appropriations update — Ray Holland
   e. PIC audit report
8. President's report

   PIC's 1995 Annual Report
9. Public testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: ALL MEMBERS, PRIVATE INDUSTRY COUNCIL
MAYOR WILLIE L. BROWN, JR.

DATE: FEBRUARY 29, 1996

FROM: BRENT ANDREW AND LESLIE LUTTGENS, CHAIRPERSONS

SUBJECT: PRELIMINARY PROGRAM DESIGN RECOMMENDED FOR SAN FRANCISCO'S PY '96-'97 JOB TRAINING PLAN BY THE PIC EVALUATION AND PLANNING COMMITTEES

Background:

The federal *Job Training Partnership Act*(JTPA) requires that:

1. a preliminary version of San Francisco's biennial Job Training Plan for Program Years 1996 and 1997 (i.e., from July 1st of this year to June 30th of 1998) be issued for thirty days of public review and comment by no later than Friday, March 1st;

2. the Mayor and the PIC jointly approve a final version of that Job Training Plan by no later than Friday, April 12th;

3. the Mayor and the PIC jointly submit that approved Plan to the Governor by no later than Friday, April 12th (however, the Governor will receive approved plans as late as Thursday, May 2nd); and

4. the Governor approve that Plan within thirty days of its submission (i.e., by Monday, May 13th or, if not submitted until May 2nd, by Saturday, June 1st) unless (the only exceptions permitted):
   a. it is determined that one or more of the following five conditions exists (there are no plans to correct deficiencies found in prior audits or in meeting prior performance standards, the proposed administrative entity does not meet minimum standards, safeguards for the protection of funds are inadequate, the Plan does not comply with a particular provision or provisions of the Act, or the Plan does not comply with the Act's coordination criteria); or
   b. an "interested party" files a petition with the Governor within fifteen days of its submission asking that the Plan be disapproved, in which case the Governor must approve or disapprove it within 45 days (i.e., by May 28th) of its submission.

   If the Mayor and the PIC cannot agree on an approved plan by April 12th, the Governor is required to merge San Francisco with neighboring SDAs and all of the elected officials for that new enlarged SDA would be required to appoint a new PIC. The Governor's approval or disapproval of a locally-approved plan may be appealed to the U.S. Secretary of Labor.

These federal statutory requirements assume that:

5. all monies for Federal Fiscal Year 1996 (or for the first of the two "JTPA Program Years" to be included in those plans) were appropriated in October of 1995;

6. monies appropriated for the federal government's uses have been segregated from those appropriated for the uses of state governments and the latter have been "allotted" to each state by the formulae prescribed in the Act;

7. federal planning instructions for the uses of those "allotted" monies have been issued to the governors of all states;

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

8. monies "allotted" for the uses of state governments have been segregated from those appropriated for the uses in local "Service Delivery Areas" and the latter have been "allocated" for the consideration of public-private partners in all SDAs by the formulae prescribed in the Act; and

9. planning instructions for the uses of those "allocated" monies have been issued by the governor of each state to all SDA public-private partners within it.

Since:

10. no JTPA monies have been appropriated for FFY'96 (instead, several short-term "Continuing Resolutions" have been enacted with the current one ending on or about March 15th of this year) and since, based on the current "Continuing Resolution";
    - the U.S. Department of Labor can only estimate the proportionate shares (as opposed to allotment amounts) each state can expect to receive under the statutory formulae from those possible appropriations; and
    - the State can only provide extremely crude approximations of each SDA's allocations from the possible allotments California might receive;

11. there appears to be disagreement among federal officials about what the fiscal consequences of the current "Continuing Resolution" are; and

12. federal and State governments have consequently adopted assumptions and issued only very tentative instructions for the development of PY'96-'97 Job Training Plan that are generally consistent with these recommendations and the assumptions on which they are based:

the PIC and the Mayor should, if they intend to approve a PY'96-'97 Job Training Plan by April 12th, rely on their own assumptions, until another "Continuing Resolution" or alternative legislation is enacted or until either State or federal governments issue assumptions or supervening instructions that are not consistent with those contained in these recommendations.

Proposed Assumptions:

The Committees therefore recommend that the Mayor and the Council approve and submit a PY'96-'97 Job Training Plan by April 12th and that, in doing so, assume that federal legislation (representing a compromise between H.R. 1617 and S. 143 that is acceptable to the President, authorizing new "workforce development block grant programs", and repealing JTPA) will not be enacted to take effect before July 1st of 1998, at the earliest. Therefore, JTPA (which is permanent legislation) should be assumed to remain in effect during the entire two-years of a PY'96-'97 Job Training Plan, at minimum.

Appropriations proposed by the House of Representatives for all PY'96 JTPA Programs represent an average reduction of 26% from the appropriations that remained in effect for all of the current PY'95 JTPA Programs after the rescissions enacted in July and April of 1995 have been taken into account. These proposed reductions in appropriations would vary from none for the JTPA Title IIC (Year-Round Youth) Programs, to 17% for the JTPA Title IIA (Year-Round Adult) Programs, to 31% for the JTPA Title III (Dislocated Worker) Programs, and to 100% for the JTPA Title IIB (Summer Youth) Programs.

Because of disagreement over a striker replacement proposal, the Senate has still not adopted any proposed appropriations for PY'96 JTPA Programs. It is, however, potentially significant that, while not proposing any specific appropriations for 1996 JTPA Title IIB Summer Youth Programs, the Senate Appropriations Committee is proposing appropriations for the PY'96 JTPA Title IIC Year-Round Youth Programs that are double the amount being proposed by the House and it is proposing to expand the joint authority of the Mayor and the Council to permit them to transfer some or all of those "allocated" monies to the JTPA Title IIB Summer Youth Program with the Governor's approval. Nevertheless, the PY'96 Title IIC appropriation being proposed by this Senate Committee would still amount to less than thirty percent of the combined appropriations for both PY'95 Titles IIB and IIC Programs.

The current "Continuing Resolution" (which expires in mid-March) provides minimum appropriations for PY'96 JTPA Programs that are about 75% of the "post-rescission" appropriations for PY'95. It is still unclear if that minimum could be applied as an average for all four major JTPA Subpart Programs (i.e., Titles IIA, IIB, IIC, and III) combined or if it is intended to be applied only to each of the four major JTPA Subpart Programs based on the appropriations that have so far been proposed for PY'96. The former and the Senate Committee's version of the latter mean that a 1996 JTPA Title IIB (Summer Youth) Program is still possible, while the House version of the latter means there is no such possibility.

By the middle of next month, either another "Continuing Resolution" or some other kind of legislation appropriating monies for PY'96 JTPA Programs is expected to be enacted and it should clarify precisely what is being appropriated for each major PY'96 JTPA Subpart Program individually [particularly the JTPA Title IIB (Summer Youth) Program].

Until then, the Committees recommend that, with one exception, the appropriations being proposed by the House of Representatives be assumed to be the initial bases of all "allocations" that will be received for each subpart of San Francisco's PY'96-'97 Job Training Plan.

The 1996 JTPA Title IIB (Summer Youth) Program Subpart of that Plan would be the exception. While it is still unclear if there will be any new monies appropriated for 1996 Summer Youth Programs, $300,000 of the approximately $350,000 that remained unspent from San Francisco's 1995 Summer Youth Program has been transferred to its JTPA Title IIC (Year-Round Youth) Program for the remaining four months of PY'95.

Thus, only about $50,000 of the unspent 1995 Summer Youth Program monies will remain available for the immediate development of a 1996 Summer Youth Program, if there is an appropriation for it. If all of the $300,000 transferred to the Year-Round Youth Program is not used by June 30th of this year (that amount was originally intended for six months of operations), the remainder can either be retained in that subpart account and used to supplement the PY'96 Year-Round Youth Programs, transferred back and used to supplement the 1996 Summer Youth Program, or divided up and used for both purposes.

The EDD/LMID's estimates of San Francisco's eligibles and, based on them, enrollment goals that are recommended for San Francisco's PY'96-'97 Job Training Plan:

The Act still requires that Job Training Plans "... provide employment and training opportunities to those who can benefit from, and who are most in need of, such opportunities and shall make efforts to provide equitable services among substantial segments of the eligible populations". As the bases for determining "equitable services", it appears that the State still requires data from the Labor Market Information Division of its Employment Development Department (EDD/LMID) to be used.

After comparing the EDD/LMID's estimates of all "economically disadvantaged" San Franciscans who will be eligible for and in need of services from JTPA Title II Programs during PY'96-'97 with those it had previously projected would be eligible for and in need of those services from those same programs during PY'94-'95, the PIC Staff has concluded that there have been no significant changes in the characteristics of San Francisco's estimated eligibles between those two biennial periods. Please refer to the first table in Attachment 1.

As a result, the Committees recommend that both the enrollment goals and the rationales for them adopted by the Mayor and the Council for San Francisco's PY'94-'95 Job Training Plan be extended into and adopted for San Francisco's PY'96-'97 Job Training Plan with a continued priority for training women in "non-traditional occupations". Please refer to the second table and the four pages of rationales in Attachment 1.

The Committees also recommend that the "additional barriers to employment" adopted by the Mayor and the Council for the PY'94-'95 Job Training Plan be extended into and adopted for the PY'96-'97 Job Training Plan.

Those previously-adopted "additional barriers to employment" were "economically disadvantaged youths" who are "members of racial or ethnic minority populations" and "economically disadvantaged adults" who possess "limited English skills" and, while subject to the Governor's approvals, they would continue to define (along with other "barriers to employment" specified in the Act) those segments of San Francisco's eligible population which are "hard to serve" (denoted as "HTS" in the tables of data in Attachment 1).

While the EDD/LMID's "Planning Information Packet" does not contain any estimates on San Franciscans who will become eligible for JTPA Title III Programs (because it is generally not possible to project either the number or the characteristics of those who may become "dislocated workers" during any substantial period of time longer than sixty days) and while the PY'94-'95 enrollment goal established for serving "homeless economically disadvantaged" individuals during PY'94-'95 in JTPA Title II Programs was not only met but generally exceeded (despite the fact that no services under any PY'94-'95 subcontract was specifically reserved for that significant segment), the Committees still recommend that monies be reserved from the "allocation" of PY'96 JTPA Title III (60%-Formula) monies for retraining services for "dislocated workers" who are "long-term unemployed, homeless individuals".

The EDD/LMID's and the PIC's projected demands for skilled labor from San Francisco employers and, based on them, occupations that are recommended as the bases for selecting training programs under San Francisco's PY'96-'97 Job Training Plan:

The EDD/LMID and the PIC estimate that, while the City and County of San Francisco is projected to register only a very modest growth in the total number of jobs between 1992 and 1999 of about 2.5% (or less than a half a one percent during PY'96-'97), almost all of that growth will be reflected in jobs with "services" industries. The numbers of jobs in all eight other industrial groups are projected to remain unchanged or to register slight reductions. Please refer to the first table in Attachment 2.

By major occupational groups, only the "Professional, Para-professional, and Technical" and the "Service" occupations are projected to register increases while the other five groups are projected either to remain relatively unchanged or to decline slightly. Other than perhaps the significance of the projected reductions in "Clerical and Administrative Support" jobs, these projections are not dramatically different than those upon which San Francisco's PY'94-'95 Job Training Plan was based. Please refer to the second table in Attachment 2.

Within each of these major occupational groups, specific occupations that are projected to reflect the largest rates of growth and the largest numbers of additional jobs are displayed in the third and fourth tables of Attachment 2. None of these projected job opportunities include employers' needs to replace workers who retire or who leave those jobs for other reasons.

In the absence of firm pre-program commitments for available job vacancies from specific employers, the Committees recommend that these occupational projections be applied in selecting occupational training programs for the PY'96-'97 Job Training Plan.

Recommended sources and criteria for selecting initial PIC Subcontractors for San Francisco's PY'96-'97 Job Training Plan:

If the Committees' preceding recommendations with respect to enrollment and occupational goals for San Francisco's PY'96-'97 Job Training Plan are adopted as proposed, the Committees recommend that:

- no Request For Proposed (RFP) PY'96-'97 PIC Subcontracts be issued, at least initially;
- all initial Prime PIC Subcontracts for PY'96 be selected from the four different pools of proposed PY'94-'95 subcontracts that were submitted between January and July of 1994 and that have since been reaffirmed in writing by their proponents for consideration under the PY'96-'97 Job Training Plan based on:

- thorough evaluations by the Planning Committee of performance under each PY'94 subcontract (please refer to the PIC's "Annual Benefit/Cost Report" issued on November 30th of 1995) and, where applicable, the first six months of PY'95 (staffs of the PIC and of proponents will propose summary materials for this period); and,

- to the extents made necessary by "appropriations" and "allocations" or "reallocations" of additional PY'96-'97 JTPA monies that may be made, by PY'94-'95 proposals that are not reaffirmed for PY'96-'97, or by any PY'96-'97 enrollment or occupational goal that cannot otherwise be satisfied, re-evaluations of any other proposed PY'94-'95 subcontract that remains in any of those four pools;

- a waiver of the State's policy requiring competitive solicitations of subcontracts at least once every three years be requested (i.e., for possible extensions of PY'96 subcontracts into PY'97); and,

- with the exception of agreements for San Francisco's "One-Stop System" (e.g., the Assessment Center, etc.), limited RFPs be issued for additional PY'96-'97 proposals if there are no longer any competitive PY'94-'95 proposals to be considered for PY'96 or PY'97 subcontracts.

Notices of Public Review, Public Hearings, and Solicitation of Comments:

This constitutes the initially-proposed PY'96-'97 Job Training Plan for the City and County of San Francisco required by section 105 (a)(1) of the federal *Job Training Partnership Act*. Notices of its availability in this office and elsewhere were published in appropriate public media on February 27th.

Comments on and suggestions with respect to this plan are invited. Written comments or suggestions should be addressed to Raymond R. Holland, the PIC's Vice President of Planning and Legal Affairs, at the address in the letterhead. If received on or before March 31st, such comments and suggestions will receive written responses.

In accordance with section 15045 of California's Unemployment Insurance Code, this preliminary plan will be discussed by the full membership of the Private Industry Council of San Francisco at its next regularly scheduled meeting and public hearing at 3:00-4:30 p.m., on Tuesday, March 12th, at the PG&E Energy Center at 851 Howard Street in San Francisco.

Subsequent to that Council meeting and to the expected enactment by Congress and the President of appropriations for the current Federal Fiscal Year (and JTPA Program Year)1996:

- the Planning Committee of the Private Industry Council will hold one or more additional public hearings (at dates, times, and places to be determined and published later) to formulate recommendations for PIC Subcontractors and for any other elements that seem to be necessary for San Francisco's PY'96-'97 Job Training Plan; and

- the Mayor and (at its next regularly-scheduled meeting at 3:00 p.m. on Tuesday, April 9th) the full Council will consider those and any other recommendations and suggestions received, formulate their recommendations for such a plan, and, by Friday, April 12th, jointly approve a PY'96-'97 Job Training Plan for the City and County of San Francisco for submission to the Governor.

Please contact Raymond Holland at the telephone numbers in the letterhead if there are any questions.

cc: PIC Staff and All PY'94-'95 Proponents
Scott Winkler, EDD/JTPD
John Rovane, Act. Sec'y, State Senate
E. Dotson Wilson, Chief Clerk, State Assembly
Ron Gurney, Bay Area EDD
Brian Cahill, SFDSS
Supt. Waldemar Rojas, SFUSD
Chancellor Del Anderson, SFCCD
Walter Johnson, SF Labor Council
G. Rhea Serpan, SF Chamber of Commerce
Attachments

COMPARISON OF EDD/LMID'S TITLE II ESTIMATED ELIGIBLES

SIGNIFICANT SEGMENTS (A)	1990 CENSUS TOT. POP. (B)	PY'94-'95 EDD/LMID'S ESTIMATED TITLE II ELIGIBLES					PY'96-'97 EDD/LMID'S ESTIMATED TITLE II ELIGIBLES				
		ELIGIBLES AGES 14-21 (C)	ELIGIBLES AGES 16-21 (D)	ELIGIBLES AGES 16+ (E)	ELIGIBLES AGES 22-72 (F)	ELIGIBLES AGES 55+ (G)	ELIGIBLES AGES 14-21 (C)	ELIGIBLES AGES 16-21 (D)	ELIGIBLES AGES 16-72 (E)	ELIGIBLES AGES 22-72 (F)	ELIGIBLES AGES 55-72 (G)
Total Number	723,959	10,878	7,897	78,169	64,024	NA	10,540	7,654	68,684	61,030	12,278
Universe	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Females	49.9 %	48.2 %	48.2 %	53.7 %	52.4 %	62.6 %	53.2 %	51.9 %	53.9 %	54.1 %	60.4 %
Males	50.1 %	51.8 %	51.8 %	46.3 %	47.6 %	37.4 %	46.8 %	48.1 %	46.1 %	45.9 %	39.6 %
Ages, 14-15	1.6 %	27.4 %					27.4 %				
Ages, 16-21	6.8 %	72.6 %	100.0 %	10.1 %			72.6 %	100.0 %	11.1 %		
Ages, 22-54	55.6 %			[NA]	[NA]	[NA]			71.0 %	79.9 %	
Ages, 55+	23.3 %			NA	---	100.0 %			17.9 %	20.1 %	100.0 %
AmInd(NH)	0.4 %	0.2 %	0.6 %	0.6 %	0.7 %	0.3 %	0.7 %	1.0 %	0.6 %	0.6 %	0.3 %
Asian+PacIsInd	28.4 %	35.8 %	32.3 %	27.6 %	26.7 %	34.0 %	33.6 %	29.6 %	27.8 %	27.6 %	37.1 %
•[Asian-Indian]	[0.4%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Chinese]	[17.6%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Cambodian]	[0.2%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Filipino]	[5.9%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Hawaiian]	[0.1%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Japanese]	[1.7%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Korean]	[0.9%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Samoan]	[0.3%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
•[Vietnamese]	[1.3%]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]	[NA]
Blacks (NH)	10.5 %	30.0 %	23.3 %	17.6 %	17.6 %	15.9 %	24.9 %	23.1 %	19.7 %	19.2 %	16.4 %
Hispanic(NAPI)	13.9 %	19.2 %	22.3 %	15.3 %	15.8 %	11.0 %	23.0 %	25.8 %	18.2 %	17.2 %	11.1 %
Whites (NH)	46.6 %	14.4 %	21.1 %	37.9 %	38.9 %	38.7 %	17.8 %	20.4 %	33.7 %	35.4 %	35.1 %
Others (NH)	0.2 %	0.4 %	0.4 %	0.3 %	0.3 %	0.1 %					
Pub. Asst. Rec.	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
•[AFDC Recip.]	[NA]	NA	NA	[NA]	[NA]	[NA]	NA	NA	[NA]	[NA]	[NA]
•[SSI Recip.]	[NA]	NA	NA	[NA]	[NA]	[NA]	NA	NA	[NA]	[NA]	[NA]
•[GA/RCA Rec.]	[NA]	NA	NA	[NA]	[NA]	[NA]	NA	NA	[NA]	[NA]	[NA]
Food Stmp Rec.	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Disabled	NA	NA	NA	NA	NA	NA	7.9 %	9.3 %	19.7 %	21.0 %	34.4 %
Homeless	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
HTS Adults	NA	---	---	NA	NA	NA	---	---	NA	NA	NA
HTS Youths	NA	NA	NA	NA	---	---	NA	NA	NA	---	---
•[Sch. Drpouts]	NA	[NA]	[NA]	[NA]	[NA]	[NA]	15.4 %	18.9 %	32.6 %	34.3 %	54.3 %
Lim. Eng. Prof.	NA	NA	NA	NA	NA	NA	16.4 %	15.7 %	24.2 %	25.2 %	39.1 %
Veterans	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

LEGEND: TBD means "To Be Determined", "NA" means that the data are "Not Available" (but that, if they were, they would be relevant), "---" means that the data are neither available nor relevant. Please refer to the attached explanations and rationales. "HTS" means "Hard To Serve" as defined in Sections 203 and 263 of the Act.

ATTACHMENT 1 (P. 1 OF 6)

ENROLLMENT GOALS FOR SAN FRANCISCO'S PY'94-'95 JOB TRAINING PLAN

SIGNIFICANT SEGMENTS (A)	1990 CENSUS TOT. POP. (B)	EDD/LMID'S ESTIMATED TITLE II ELIGIBLES: ELIGIBLES AGES 14-21 (C)	ELIGIBLES AGES 16-21 (D)	ELIGIBLES AGES 16+ (E)	ELIGIBLES AGES 22-72 (F)	ELIGIBLES AGES 55+ (G)	PIC'S APPROVED ENROLLMENT GOALS: TITLE IIA (77%) (F')	TITLE IIA (5%-OIP) (G')	TITLE IIB (SYETP) (C')	TITLE IIC (82%) (D')
Total Number	723,959	10,878	7,897	78,169	64,024	NA	TBD	TBD	TBD	TBD
Universe	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100%	100%	100%	100%
Females	49.90%	48.20%	48.20%	53.70%	52.40%	62.60%	52%	63%	48%	48%
Males	50.10%	51.80%	51.80%	46.30%	47.60%	37.40%	48%	37%	52%	52%
Ages, 14-15	1.60%	100.00%	0%	0%	0%	0%	0%	0%	39%	0%
Ages, 16-21	6.80%	0%	100.00%	10.10%	0%	0%	0%	0%	61%	100%
Ages, 22-54	55.60%	0%	0%	NA	NA	NA	91%	0%	0%	0%
Ages, 55+	23.30%	0%	0%	NA	---	100.00%	9%	100%	0%	0%
AmInd (NH)	0.40%	0.20%	0.60%	0.60%	0.70%	0.30%	1%	0%	1%	1%
Asian+PacIsInd	28.40%	35.80%	32.30%	27.60%	26.70%	34.00%	39%	49%	37%	36%
•[Asian-Indian]	[0.4%]	[NA]	[NA]	[NA]	[NA]	[NA]	[1%]	[1%]	[1%]	[1%]
•[Chinese]	[17.6%]	[NA]	[NA]	[NA]	[NA]	[NA]	[24%]	[30%]	[23%]	[22%]
•[Cambodian]	[0.2%]	[NA]	[NA]	[NA]	[NA]	[NA]	[0%]	[0%]	[0%]	[0%]
•[Filipino]	[5.9%]	[NA]	[NA]	[NA]	[NA]	[NA]	[8%]	[10%]	[8%]	[8%]
•[Hawaiian]	[0.1%]	[NA]	[NA]	[NA]	[NA]	[NA]	[0%]	[0%]	[0%]	[0%]
•[Japanese]	[1.7%]	[NA]	[NA]	[NA]	[NA]	[NA]	[2%]	[3%]	[2%]	[2%]
•[Korean]	[0.9%]	[NA]	[NA]	[NA]	[NA]	[NA]	[1%]	[2%]	[1%]	[1%]
•[Samoan]	[0.3%]	[NA]	[NA]	[NA]	[NA]	[NA]	[1%]	[1%]	[0%]	[0%]
•[Vietnamese]	[1.3%]	[NA]	[NA]	[NA]	[NA]	[NA]	[2%]	[2%]	[2%]	[2%]
Blacks (NH)	10.50%	30.00%	23.30%	17.60%	17.60%	15.90%	26%	28%	33%	30%
Hispanic (NAPI)	13.90%	19.20%	22.30%	15.30%	15.80%	11.00%	23%	16%	24%	24%
Whites (NH)	46.60%	14.40%	21.10%	37.90%	38.90%	38.70%	9%	7%	5%	8%
Others (NH)	0.20%	0.40%	0.40%	0.30%	0.30%	0.10%	0%	0%	0%	1%
Pub. Asst. Rec.	NA	NA	NA	NA	NA	NA	30%	20%	45%	30%
•[AFDC Recip.]	[NA]	NA	NA	[NA]	[NA]	[NA]	[18%]	[3%]	[40%]	[18%]
•[SSI Recip.]	[NA]	NA	NA	[NA]	[NA]	[NA]	[1%]	[1%]	[1%]	[1%]
•[GA/RCA Rec.]	[NA]	NA	NA	[NA]	[NA]	[NA]	[7%]	[7%]	1%	[7%]
Food Stmp Rec.	NA	NA	NA	NA	NA	NA	10%	10%	10%	10%
Disabled	NA	NA	NA	NA	NA	NA	10%	5%	10%	10%
Homeless	NA	NA	NA	NA	NA	NA	5%	5%	5%	5%
HTS Adults	NA	---	---	NA	NA	NA	80%	65%	---	---
HTS Youths	NA	NA	NA	NA	---	---	---	---	80%	80%
•[Sch. Drpouts]	NA	[NA]	[NA]	[NA]	[NA]	[NA]	NA	NA	[20%]	[75%]
Lim. Eng. Prof.	NA	NA	NA	NA	NA	NA	30%	30%	10%	30%
Veterans	NA	NA	NA	NA	NA	NA	9%	14%	0%	2%

LEGEND: TBD means "To Be Determined", "NA" means that the data are "Not Available" (but that, if they were, they would be relevant), "---" means that the data are neither available nor relevant. Please refer to the attached explanations and rationales. "HTS" means "Hard To Serve" as defined in Sections 203 and 263 of the Act.

ATTACHMENT 1 (P. 2 OF 6)

RATIONALES FOR THE ENROLLMENT GOALS IN SAN FRANCISCO'S PY'94-'95 JOB TRAINING PLAN

For the Title IIA (77%-Year-Round Adult) Subpart:

Enrollment goals in Column (F') are based on:

- the "equitability requirements" of section 141 (a) of the amended Act;
- the EDD/LMID's preliminary estimate of the number of eligible individuals between 22 and 72 years of age for each significant segment [Column (F)] where no differing PY'92-'93 Title IIA (78%) enrollment goal was established;
- the PY'92-'93 Title IIA (78%) enrollment goal established for each significant segment (or a revision of which was adopted by the Evaluation Committee on January 5th) where there is no differing EDD/LMID estimate; and,
- where there is both an EDD/LMID estimate and a PY'92-'93 Title IIA (78%) enrollment goal and they differ (as a result of later 1990 Census Data, as a result of structural change in the JTPA Program System, or as a result of both):
    - the EDD/LMID's estimates of the representations of "American Indians and Alaskan Natives", of "Asians and Pacific Islanders" (including each subgroup thereof), of "Hispanics", and of "Others" in that portion of San Francisco's "Eligible Population between the ages of 22 and 72 years" are each increased by an arbitrary affirmative action factor of **(1.45)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and
    - the EDD/LMID's estimates of the representation of "Blacks" in that portion of San Francisco's "Eligible Population between the ages of 22 and 72 years" is increased by an arbitrary affirmative action factor of **(1.60)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and because
        - the Mayor and the PIC have determined that this "significant segment" can benefit most from and most in need of services from this subpart program.

For the Title IIA (5% Older Individuals' Program) Subpart:

Enrollment goals in Column (G') are based on:

- the "equitability requirements" of section 141 (a) of the amended Act;
- the EDD/LMID's preliminary estimate of the number of eligible individuals 55 years of age and older for each significant segment [Column (G)] where no differing PY'92-'93 Title IIA (3%-OIP) enrollment goal was established;
- the PY'92-'93 Title IIA (3%-OIP) enrollment goal established for each significant segment (or a revision of which was adopted by the Evaluation Committee on January 5th) where there is no differing EDD/LMID estimate; and,
- where there is both an EDD/LMID estimate and a PY'92-'93 Title IIA (3%-OIP) enrollment goal and they differ (as a result of later 1990 Census Data, as a result of structural change in the JTPA Program System, or as a result of both):
    - the EDD/LMID's estimates of the representations of "American Indians and Alaskan Natives", of "Asians and Pacific Islanders" (including each subgroup thereof), of "Hispanics", and of "Others" in that portion of San Francisco's "Eligible Population of 55 years of age and older" are each increased by an arbitrary affirmative action factor of **(1.45)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and
    - the EDD/LMID's estimates of the representation of "Blacks" in that portion of San Francisco's "Eligible Population of 55 years of age and older" is increased by an arbitrary affirmative action factor of **(1.75)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and because
        - the Mayor and the PIC have determined that this "significant segment" can benefit most from and most in need of services from this subpart program.

For the Title IIB Summer Youth Employment and Training Program (SYETP) Subpart:

Enrollment goals in Column (C') are based on:

- the "equitability requirements" of section 141 (a) of the amended Act;
- the EDD/LMID's preliminary estimate of the number of eligible individuals in the age ranges of 14-21 years for each significant segment [the sum of Columns (C) and (D)] where no differing PY'92-'93 Title IIB (SYETP) enrollment goal was established;
- the PY'92-'93 Title IIB (SYETP) enrollment goal established for each significant segment (or a revision of which was adopted by the Evaluation Committee on January 5th) where there is no differing EDD/LMID estimate; and,
- where there is both an EDD/LMID estimate and a PY'92-'93 Title IIB (SYETP) enrollment goal and they differ (as a result of later 1990 Census Data, as a result of structural change in the JTPA Program System, or as a result of both):
    - the EDD/LMID's estimate of the representation of eligible youths "aged 14-15 years" was increased by an arbitrary affirmative action factor of **(1.40)** because the youngest eligible youths without any prior work experience are expected to benefit more from and be more in need of subsidized work experience jobs at the minimum wage (i.e., SYETP jobs) than are older eligible youths.
    - the EDD/LMID's estimates of the representations of "American Indians and Alaskan Natives", of "Asians and Pacific Islanders" (including each subgroup thereof), of "Hispanics", and of "Others" in that portion of San Francisco's "Eligible Population of 14-21 years of age" are each increased by an arbitrary affirmative action factor of **(1.10)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and
    - the EDD/LMID's estimates of the representation of "Blacks" in that portion of San Francisco's "Eligible Population of 14-21 years of age" is increased by an arbitrary affirmative action factor of **(1.30)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and because
        - the Mayor and the PIC have determined that this "significant segment" can benefit most from and most in need of services from this subpart program.

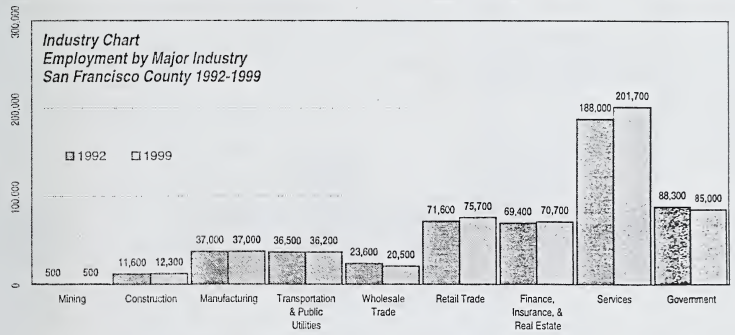
For the Title IIC (82%-Year-Round Youth) Program Subpart:

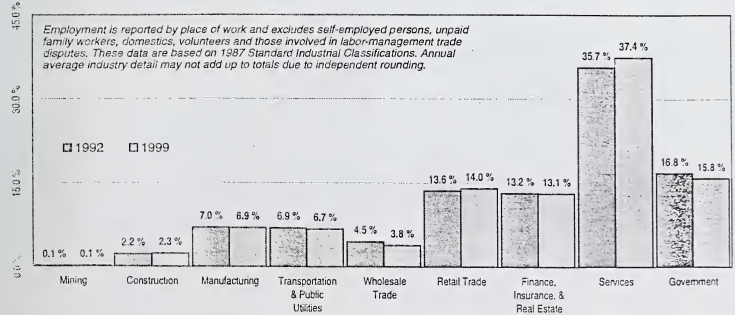
Enrollment goals in Column (D') are based on:

- the "equitability requirements" of section 141 (a) of the amended Act;
- the EDD/LMID's preliminary estimate of the number of eligible individuals in the age ranges of 16-21 years for each significant segment [Column (D)] where no differing PY'92-'93 Title IIB (SYETP) enrollment goal was established;
- the PY'92-'93 Title IIB (SYETP) enrollment goal established for each significant segment (or a revision of which was adopted by the Evaluation Committee on January 5th) where there is no differing EDD/LMID estimate; and,
- where there is both an EDD/LMID estimate and a PY'92-'93 Title IIB (SYETP) enrollment goal and they differ (as a result of later 1990 Census Data, as a result of structural change in the JTPA Program System, or as a result of both):
    - the EDD/LMID's estimates of the representations of "American Indians and Alaskan Natives", of "Asians and Pacific Islanders" (including each subgroup thereof), of "Hispanics", and of "Others" in that portion of San Francisco's "Eligible Population of 16-21 years of age" are each increased by an arbitrary affirmative action factor of **(1.10)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and
    - the EDD/LMID's estimates of the representation of "Blacks" in that portion of San Francisco's "Eligible Population of 16-21 years of age" is increased by an arbitrary affirmative action factor of **(1.30)** because:
        - those estimates are based on "unadjusted 1990 Census Data" containing an undercount of at least (4.42%) in San Francisco's total population and of even larger (although undetermined) percentage for each of the race/ethnic groups indicated;
        - the estimates do not specifically reflect those who "can benefit from and are most in need of" services within that age range of eligibles;
        - such needs are better described by the combined and disproportionate effects that economic disadvantagement, unemployment, and other barriers to employment have on members of these four race/ethnic groups;
        - more precise data quantifying these needs are not otherwise available; and because
        - the Mayor and the PIC have determined that this "significant segment" can benefit most from and most in need of services from this subpart program.

Wage & Salary Employment by Major Industry
San Francisco County 1992-99 Annual Averages

Industry	1992	Percent of Total	1999	Percent of Total
Total NonAgricultural Employment	526,500	100.0 %	539,600	100.0 %
Mining	500	0.1 %	500	0.1 %
Construction	11,600	2.2 %	12,300	2.3 %
Manufacturing	37,000	7.0 %	37,000	6.9 %
Transportation & Public Utilities	36,500	6.9 %	36,200	6.7 %
Wholesale Trade	23,600	4.5 %	20,500	3.8 %
Retail Trade	71,600	13.6 %	75,700	14.0 %
Finance, Insurance, & Real Estate	69,400	13.2 %	70,700	13.1 %
Services	188,000	35.7 %	201,700	37.4 %
Government	88,300	16.8 %	85,000	15.8 %

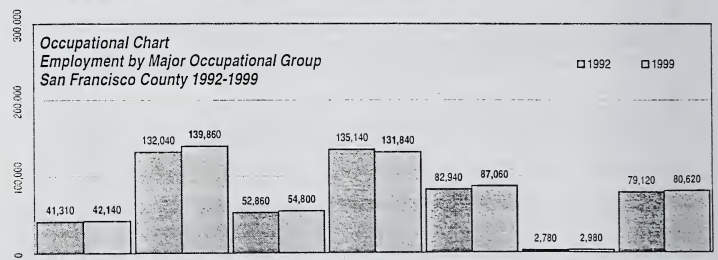


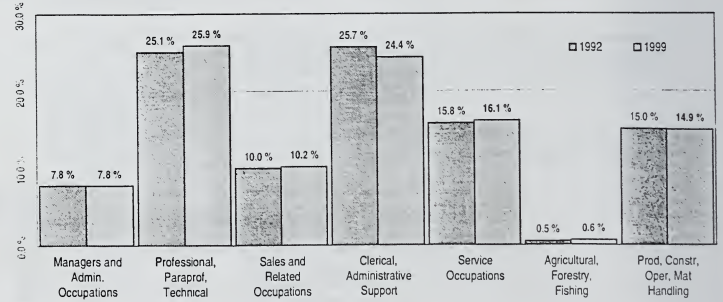


Projections by State of California, Employment Development Department, Labor Market Information Division

Employment by Major Occupational Group
San Francisco County 1992-1999 Annual Averages

Major Occupational Group	1992	Percent of Total	1999	Percent of Total	Absolute Change	Percent Change
Total All Occupations (1)	526,500	100.0 %	539,610	100.0 %	13,110	2.5 %
Managers and Admin. Occupations	41,310	7.8 %	42,140	7.8 %	830	2.0 %
Professional, Paraprof, Technical	132,040	25.1 %	139,860	25.9 %	7,820	5.9 %
Sales and Related Occupations	52,860	10.0 %	54,800	10.2 %	1,940	3.7 %
Clerical, Administrative Support	135,140	25.7 %	131,840	24.4 %	-3,300	-2.4 %
Service Occupations	82,940	15.8 %	87,060	16.1 %	4,120	5.0 %
Agricultural, Forestry, Fishing	2,780	0.5 %	2,980	0.6 %	200	7.2 %
Prod, Constr, Oper, Mat Handling	79,120	15.0 %	80,620	14.9 %	1,500	1.9 %





(1) Total is based on March 1992 benchmarked industry total.

Projections by State of California, Employment Development Department, Labor Market Information Division

ATTACHMENT 2 (P. 3 OF 4)

OCCUPATIONS WITH THE FASTEST RATES OF JOB GROWTH
SAN FRANCISCO COUNTY 1992-1999

OCCUPATION	ANNUAL AVERAGES 1992	1999	ABSOLUTE CHANGE	PERCENT CHANGE
Home Health Care Workers	380	460	80	21.1%
Systems Analysts--Electronic Data Processing	2,690	3,230	540	20.1%
Customer Service Representatives--Utilities	420	500	80	19.0%
Operations & Systems Researchers--Except Computer	620	730	110	17.7%
Offset Lithographic Press Setters	420	490	70	16.7%
Detectives, Investigators--Except Public	300	350	50	16.7%
Pressing Machine Operators--Textile, Garment	490	570	80	16.3%
Food Service Managers	1,030	1,190	160	15.5%
Construction Managers	590	680	90	15.3%
Food Servers--Outside	670	770	100	14.9%
Pressers--Hand	270	310	40	14.8%
Insurance Adjusters, Examiners, Investigators	1,400	1,600	200	14.3%
Tax Preparers	630	720	90	14.3%
Physical Therapy Assistants & Aides	210	240	30	14.3%
Financial Analysts, Statistical	780	890	110	14.1%
Animal Caretakers--Except Farm	290	330	40	13.8%
Physical Therapists	380	430	50	13.2%
Counter and Rental Clerks	1,010	1,140	130	12.9%
Property and Real Estate Managers	1,470	1,650	180	12.2%
Loan Officers and Counselors	1,500	1,680	180	12.0%
Computer Engineers	760	850	90	11.8%
Adjustment Clerks	2,630	2,930	300	11.4%
Cooks--Restaurant	3,350	3,730	380	11.3%
Laundry, Drycleaning Machine Operators--Ex. Press	900	1,000	100	11.1%
Teachers, Preschool & Kindergarten	1,180	1,310	130	11.0%
Hairdressers, Hairstylists	1,010	1,120	110	10.9%
Producers, Directors, Actors	460	510	50	10.9%
Human Services Workers	830	920	90	10.8%
Reporters and Correspondents	280	310	30	10.7%
Amusement, Recreation Attendants	280	310	30	10.7%
Industrial Engineers--Except Safety	660	730	70	10.6%
Recreational Therapists	290	320	30	10.3%
Engineering, Math, and Natural Science Managers	1,460	1,610	150	10.3%
Dental Assistants	780	860	80	10.3%
Recreation Workers	390	430	40	10.3%
Marketing, Advertising, Public Relations Managers	3,150	3,470	320	10.2%
Radiologic Technologist, Diagnostic	510	560	50	9.8%
Medical Assistants	730	800	70	9.6%
Heating, Air Conditioning, Refrigeration Mechanics	420	460	40	9.5%
Electrical and Electronic Engineers	1,490	1,630	140	9.4%
Food Preparation Workers	7,390	8,080	690	9.3%
Teachers--Vocational Education and Training	1,500	1,640	140	9.3%
Cooks--Short Order	870	950	80	9.2%
Truck Drivers, Light	4,110	4,480	370	9.0%
Sales Agents--Financial Services	2,340	2,550	210	9.0%
TOTAL OF THESE OCCUPATIONS (Excluding NECs)	53,320	59,520	6,200	11.6%

Projections by State of California, Employment Development Department, Labor Market Information Division

OCCUPATIONS WITH THE GREATEST ABSOLUTE JOB GROWTH
SAN FRANCISCO COUNTY 1992-1999

OCCUPATION	ABSOLUTE AVERAGES 1992	1999	ABSOLUTE CHANGE	PERCENT CHANGE
Salespersons - Retail (Non-Vehicle)	14,820	15,660	840	5.7%
Food Preparation Workers	7,390	8,080	690	9.3%
Waiters and Waitresses	10,640	11,230	590	5.5%
Cashiers	7,630	8,190	560	7.3%
Systems Analysts--Electronic Data Processing	2,690	3,230	540	20.1%
Janitors, Cleaners--Except Maids	12,300	12,810	510	4.1%
Guards and Watch Guards	6,490	6,880	390	6.0%
Cooks--Restaurant	3,350	3,730	380	11.3%
Truck Drivers, Light	4,110	4,480	370	9.0%
Registered Nurses	9,810	10,160	350	3.6%
Marketing, Advertising, Public Relations Mgrs.	3,150	3,470	320	10.2%
Adjustment Clerks	2,630	2,930	300	11.4%
Receptionists, Information Clerks	6,080	6,310	230	3.8%
Financial Managers	5,470	5,690	220	4.0%
Sales Agents--Financial Services	2,340	2,550	210	9.0%
Insurance Adjusters, Examiners, Investigators	1,400	1,600	200	14.3%
Maintenance Repairers, General Utility	3,480	3,670	190	5.5%
Property and Real Estate Managers	1,470	1,650	180	12.2%
Loan Officers and Counselors	1,500	1,680	180	12.0%
Traffic, Shipping, Receiving Clerks	5,790	5,960	170	2.9%
Food Service Managers	1,030	1,190	160	15.5%
Engineering, Math, and Natural Science Mgrs.	1,460	1,610	150	10.3%
Accountants and Auditors	7,180	7,330	150	2.1%
Civil Engineers--Including Traffic	3,340	3,480	140	4.2%
Electrical and Electronic Engineers	1,490	1,630	140	9.4%
Computer Programmers, Including Aides	3,580	3,720	140	3.9%
Teachers--Secondary School	2,130	2,270	140	6.6%
Teachers--Vocational Education and Training	1,500	1,640	140	9.3%
Teachers, Preschool & Kindergarten	1,180	1,310	130	11.0%
Counter and Rental Clerks	1,010	1,140	130	12.9%
Cooks--Specialty Fast Food	1,640	1,770	130	7.9%
Operations & Systems Researchers--Except Comp	620	730	110	17.7%
Financial Analysts, Statistical	780	890	110	14.1%
Instructional Aides	1,540	1,650	110	7.1%
Designers, Except Interior and Floral	1,370	1,480	110	8.0%
Dining Room Attendants, Bar Helpers	2,660	2,770	110	4.1%
Hairdressers, Hairstylists	1,010	1,120	110	10.9%
Food Servers--Outside	670	770	100	14.9%
Gardeners, Groundskeepers-Except Farm	1,710	1,810	100	5.8%
Laundry, Drycleaning Machine Operators--Except P	900	1,000	100	11.1%
TOTAL OF THESE OCCUPATIONS (Excl. NECs)	149,340	159,270	9,930	6.6%

Projections by State of California, Employment Development Department, Labor Market Information Division

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
March 12, 1996

Members present: Chairman Gary Fitschen, Mr. Brent Andrew, Mr. Brian Cahill, Dr. Ricci Chan, Mr. John Dewes, Ms. Mary Edington, Mr. Thomas Evans, Ms. Vanessa Johnson, Mr. Frederick Jordan, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Maurice Lim Miller, Mr. Fairfax Randolph, Mr. Billy Ray, Dr. Kent Sims, Ms. Barbara Thompson, Dr. Chui Tsang and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Ms. Brenda Brown, Ms. Joyce Crum, Mr. Wes Dixon, Mr. Eking Estioko, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sulu Palega, Ms. Stephanie Shmunes and Ms. Clara Wong

Public present: Ms. Jamie Brennan, Mr. Relio Buñag, Ms. Joyce Cho, Ms. DeeAnne Davis, Ms. Delfina Geiken, Ms. Verlaine Hawkins, Ms.Natalie Lopes, Mr. Michael Nolan, Ms. Zelda Saeli and Mr. Carlos Ver

The meeting began without a quorum, and action items were postponed.

Public testimony on agenda items

There was no public testimony on agenda items.

Chairman's report

Mr. Fitschen announced that Mr. Louie had agreed to serve as the PIC's Treasurer. Mr. Fitschen asked for volunteers to serve as the Council's vice chairman.

Forum

Growing from the PIC's Summer Jobs Program, Jobs For Youth was begun in 1994 as a year-round employment program serving local businesses and youth ages 14 through 24, said Ms. Stephanie Shmunes, JFY's Program Director. Unlike the federally-funded Summer Youth Employment and Training Program, JFY is privately-funded and has no income criteria for participating young people. Ms. Shmunes emphasized that it is not another youth employment program, but is intended instead to coordinate the City's many existing youth programs. JFY, which is housed at the PIC and is a committee of the Council, is supported by the private sector, the Mayor's Office, the California Employment Development Department, the Committee on Jobs (representing many of San Francisco's largest corporate employers, and providing 70% of JFY's funding), the San Francisco Chamber of Commerce, City College of San Francisco, the San Francisco Unified School District, the Small Business Network, labor, and the Youth Employment Coalition representing over 60 local youth-serving non-profit organizations.

The program provides large and small San Francisco businesses with an efficient and user-friendly system for hiring young people, as well as assistance for those who work with youth-related programs. San Francisco's young people benefit from a centralized source for job-finding information, assistance and referral. Last year, hundreds of employers called JFY at 861-JOBS, and over 1,300 young people were placed in jobs — an increase of 45% over 1994.

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

In addition to increasing the number of jobs available to young people, Ms. Shmunes said JFY is currently developing an inventory of job readiness standards for youth applying with any participating JFY agency.

A quorum was achieved.

Adoption of the agenda

A motion to approve the agenda as submitted was made, seconded and adopted.

Approval of minutes

A motion to approve the minutes as submitted for the Council's January 9 meeting was made by Ms. Thompson, seconded by Mr. Wolfson, and unanimously approved.

Committee reports

One Stop Service System

The Task Force's recommendations for establishing a One-Stop Service System in California has been approved by the State Job Training Coordinating Council and sent to the Governor, Mr. Dewes reported. The Task Force will soon be considering training required for One-Stop Center staff, electronic infrastructure, and local area planning and transition, but further development of the System depends upon what Congress and the President agree upon.

Joint Planning & Evaluation Committee

Referring to the February 29, 1996 memorandum from he and Mrs. Luttgens, Mr. Andrew outlined the Planning and Evaluation committees' preliminary program design recommendations for San Francisco's Program Year 1996-97 Job Training Plan. The committees recommended that PY'95-'96 subcontracts be extended for another year with staff seeking to match subcontractors with populations to serve and types of jobs required by the Plan; where they are unable to do so, a targeted RFP may be issued.

Responding to a question by Mr. Martin, Mr. Holland observed that the Job Training Partnership Act titles, except for Title IIB, are "interchangeable" and that it should be possible for a subcontractor to transfer a proposal written for one title to another; for example, from Title IIC, where there are few funds, to Title IIA. Mr. Andrew and Mr. Holland agreed that the committees intend for this process to be "flexible".

Council members were directed to complete and sign Conflict of Interest forms before voting.

Ms. Johnson arrived at the meeting.

The recommendations were split into two separate motions. The first, a motion to approve the process, was made by Ms. Thompson, seconded by Mr. Randolph, and unanimously approved, with no abstentions. The second, a motion to approve the pool of proponents, was made by Ms. Thompson, seconded by Mr. Randolph, and approved, with Mr. Evans, Mr. Jordan, Mr. Miller and Dr. Tsang abstaining.

Job For Youth

Jobs For Youth placements in 1996 are up 13% over this time last year, and Mr. Wolfson encouraged Council members to show their support for the program by attending the Third Annual Breakfast on April 9th at the Sheraton Palace Hotel. With a federally-funded SYETP still in doubt, Mr. Wolfson said that Supervisor Michael Yaki will be holding hearings at the Board of Supervisor to look into alternatives, including tax incentives for employers hiring young people and development of a privately-financed local program. Meanwhile, Mayor Willie Brown, Jr. has written Congress in support of full funding for SYETP.

Staff reports

School to Work proposal
Mr. Holland described the PIC's role as a partner in a School to Work program being organized by City College of San Francisco and the application for $622,378 in federal planning funds, as outlined in Mr. Arcelona's February 28 memorandum. The program is limited to youth residing in eight specified census tracts in the Mission District, a restriction proposed by CCSF which Ms. Thompson predicted will be controversial.

Mrs. Luttgens' motion to approve the PIC's participation in the School to Work partnership was seconded by Ms. Thompson, and approved by the Council with Dr. Tsang abstaining.

Federal appropriations update
With Congress and the President unable to agree on a budget for the current year, federally-funded programs are living on a series of continuing resolutions which restrict expenditures to approximately 75% of those from last year, Mr. Holland said. Both the House and Senate have passed different continuing resolutions for when the current resolution expires March 15, with the Senate version including funding for a smaller SYETP, an item not included in the House version.

President's report

PIC audit report
An independent audit of the PIC covering the period July 1993 through June 1995 has found no problems but includes some recommendations, Mr. Arcelona said. The audit will be reviewed by the ad hoc Audit Committee and its recommendations brought soon to the Council.

Form 730 Statement of Economic Interests
Mr. Arcelona reminded Council members that their signed and completed Form 730 Statement of Economic Interests is due by April 1. There is a $10 a day penalty for late forms.

Council nominations & reappointments
A staff person in the Mayor's Office has been assigned to handle nominations to the Council, and Mr. Arcelona said he hopes this will expedite that process. He noted that those Council members whose three year terms of office have expired will be receiving reappointment letters soon.

Labor Market Information workshop
The 1995 Occupational Outlook, an overview of 25 occupations, and a Vocational Training Directory — two labor market information publications produced by the PIC — will be distributed March 29 during a workshop at the S.F. Chamber of Commerce, Mr. Arcelona announced.

Mayor's Economic Summit
The Committee of Contracting Agencies has formed a working group to develop a position paper for inclusion at the Mayor's Economic Summit in April on the role they and related community based organizations play in the local economy, Mr. Arcelona said.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:30 P.M.

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, April 5th

DATE:	Tuesday, April 9, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between 4th and 5th Streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

Issued April 1, 1996

If you require special accommodation due to a disability, please call Roberta Fazande at 931-7460 or TDD 749-3117 at least 72 hours in advance

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(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and Country exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

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Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of April 9, 1996

1. Public testimony on agenda items * *
2. Adoption of agenda *
3. Approval of minutes
   a. For the Council's March 12 meeting (enclosed) *
   b. For the Board's January 9 meeting (enclosed) *
4. Chairman's report
   a. **Reminder that the Council's meeting next month will be held one week earlier than usual: on May 7th**
5. Forum — Dr. Wells Whitney, Chief Scientist, Raychem Corporation
   Speaking on the corporate perspective on workforce preparation.
6. Committee reports
   a. Planning Committee — Brent Andrew *
      1. Appointment of new members
      2. Recommendations for all JTPA Titles (enclosed)
   b. Jobs For Youth — Craig Wolfson
      1. Third Annual Breakfast
      2. Privately financed Summer Program
   c. PIC audit report
7. Staff reports
   a. Federal appropriations update — Ray Holland
   b. Approval of application for Youth Demonstration project (enclosed) — Steve Arcelona
   c. Occupational Outlook and Vocational Training Directory publications and workshop
8. President's report
   a. Possible 1996 federally-funded Summer Youth Employment & Training Program
   b. Mayor Willie Brown's Economic Summit
9. Public testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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MEMORANDUM

TO: ALL MEMBERS OF THE COUNCIL
HONORABLE MAYOR WILLIE L. BROWN, JR.

DATE: MARCH 29, 1996

FROM: BRENT ANDREW, CHAIRMAN

SUBJECT: PLANNING COMMITTEE RECOMMENDATIONS FOR SAN FRANCISCO'S PY'96-'97 JOB TRAINING PLAN

Background:

While the date for today's Planning Committee meeting was intentionally set as late as possible to permit the Committee to formulate and propose a complete plan for the Council and the Mayor to consider approving by the statutory date of April 12th, PY'96 JTPA monies had still not been appropriated by the time of today's meeting.

Thus, among the myriad of fiscal possibilities that were available for consideration for the PY'96 portion of San Francisco's PY'96-'97 Job Training Plan were the following:

JTPA Title and Subpart	Current PY'95 Allocations /a,	Initially- Est'd, PY'96 Allocations /b.	Initially Est'd, PY'96 Allocations /c.
IIA (77%-Basic Adult)	$2,511,579	$2,378,471	$2,575,961
IIA (5%-Older Individ.)	350,953	308,253	333,848
IIB (SYETP)	3,326,883	0	2,393,708
IIC (82%-Basic Youth)	304,743	324,275	324,275
IIIA (Formula)	(60%) 2,095,226	(50%) 1,418,885	(50%) 1,963,855
All Titles & Subparts	$8,589,384	$4,429,884	$7,591,647

/a. Based on allocations for all basic PY'95 JTPA Titles and Subparts after all rescissions of some of those monies in July and April of 1995 have been taken into account.

/b. Based on appropriations for all basic PY'96 JTPA Titles proposed by the House of Representatives and on the preliminary estimates of the State.

/c. Based on appropriations for all basic PY'96 JTPA Titles proposed by the Senate, on the preliminary estimates of the PIC Staff, or, for the JTPA Title IIB (SYETP) only, on the preliminary estimate of the State.

Because, even if the House of Representatives and the Senate were to achieve complete agreement on proposed appropriations before the end of this day (when the current "Continuing Resolution" was due to expire), there was still no assurance that the President would agree and because the State's preliminary estimates of all allocations (two thirds or more of which are based on official unemployment statistics) are still subject to potentially significant change (because the federal and state governments' methodology for calculating those official statistics was changed dramatically on January 1st of this year and none of those revised data are available yet), the Committee felt that it would be more appropriate to recommend a plan that would be ready for the earliest possible implementation, where that is applicable, or for the earliest possible completion and final approvals before the beginning of PY'96, where that is practicable.

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Recommendations:

As a result of the design criteria (i.e., enrollment, industrial, and occupational goals, etc.) adopted by the Council on March 12th, of the preceding background information, and of (perhaps more significantly) the continued lack of key information described previously, the Committee is recommending that the Council and the Mayor:

- approve the attached list of 1994-95 JTPA Title IIB (SYETP) Subcontracts (which the Committee and the Council reviewed and evaluated last December and January) for immediate negotiation, execution, and implementation, should there be an appropriation for a 1996 JTPA Title IIB (SYETP); and

- approve the attached prioritized lists of PY'94'95 Subcontracts for all other basic, year-round PY'96 JTPA Titles and Subparts (which the Committee reviewed and evaluated today).

As soon after federal PY'96 appropriations have been enacted and estimated or official amounts of San Francisco's formula allocations from them determined, the Planning Committee will reconvene not later than May 31st of this year to determine and recommend to the Council and the Mayor initial selections of PY'96 PIC Subcontracts in all basic year-round titles and subparts based on those allocations and on:

- the design criteria (i.e., enrollment, industrial, and occupational goals, etc.) adopted by the Council on March 12th;

- the attached prioritized lists of PY'94-'95 PIC Subcontracts that the Council and the Mayor are now being asked to adopt for PY'96 Subcontracts (taking into account any additional performance data that may subsequently become available, especially for those current subcontracts for which corrective action is being requested by the PIC Staff);

- any other PY'94-'95 proposed subcontracts that have not yet been selected or executed or that are not otherwise on the attached prioritized lists of subcontracts but that would provide a reasonable means for meeting any design criteria (i.e., enrollment, industrial, and occupational goals, etc.) for which no provision had yet been made; or

- any other PY'96 proposed subcontracts that the Committee feels should be solicited anew because they would provide a better means for meeting any design criteria (i.e., enrollment, industrial, and occupational goals, etc.) for which provisions had still not been made.

Summary of the Bases for these Recommendations:

The attached prioritized lists of basic year-round subcontracts reflects the staff's and the Committee's combined evaluations of program performance for all of PY'94 and the first six months of PY'95 (i.e., from July of 1994 to December of 1995) to the extent applicable for each. Each subcontracts was evaluated on the following criteria:

- the actual number of enrollments as a percentage of the planned number of enrollments specified in the subcontract(s);

- the actual number of job placements as a percentage of the planned number of job placements specified in the subcontract(s);

- the placement rate (or, the actual number of job placements as a percentage of the total number of actual terminations);

- the number of Youth Employability Enhancements (YEEs) or Adult Employability Enhancements (AEEs) actual attained;

- the minimum proposed starting hourly wage rate specified in the subcontract for participants placed in jobs compared to the average starting hourly wage rate for all participants actually placed in jobs;

- the characteristics of participants actually enrolled compared to the enrollment goals for emphasis groups specified in the subcontract; and

- actual expenditures compared to planned expenditures and other financial factors (e.g., audits, timely and accurate submissions of invoices, adequacy of cost allocation plans, etc.).

Overall, the PIC Staff felt that subcontractor performance during the period examined had been satisfactory. However, in several instances the staff had identified areas of compliance with the subcontract where correct action was determined to be necessary and has so informed the subcontractor. Those subcontractors are identified in the attached lists and, if compliance with subcontract does not improve in the last three months of the current PY'95, staff will be recommending to the Committee that such subcontractors be placed on probation for the first six months of PY'96.

If any additional information is needed with respect to these recommendations, please let the PIC Staff know in advance of the Council's April 9th meeting or let other Committee members and me know at that meeting.

cc: All Planning Committee Members
Mayor's and PIC Staffs
All Proponents' Representatives
Scott Winkler, EDD/JTPD

Attachments

1995 TITLE II-B SUMMER YOUTH EMPLOYMENT AND TRAINING PROGRAM (SYETP) SUBCONTRACTORS

- Bernal Heights Neighborhood Center (City-wide, Private Schools)
- Buchanan YMCA (Western Addition and Haight-Ashbury Districts)
- Careers Abound (City-wide, Severely Disabled)
- Chinatown Youth Center-Directions (Richmond and Sunset Districts)
- Community Educational Services (Chinatown and North Beach Districts)
- Horizons Unlimited (Mission District)
- Ingleside Community Center (Oceanview, Merced, and Ingleside Districts)
- Mission Neighborhood (Precita) Centers (Outer Mission District)
- Potrero Hill Neighborhood House (Potrero Hill District)
- S.F. Educational Services (City-wide Educational Services, Older Youths)
- S.F. Unified School District (City-wide, Work Experience and Education)
- Vietnamese Youth Development Center (Central City District)
- Visitacion Valley Community Center (Visitacion Valley District)
- Young Community Developers (Bayview Hunters Point District)

SUBCONTRACTOR PRIORITY LIST

TITLE II-A (77%) BASIC ADULT

Program Activity		Subcontractor
OESL		Career Resources Development Center
OESL		Korean Center, Inc.
OESL		Mission Language and Vocational School
IR		Jewish Vocational Service
IR		Career Resources Development Center
IR	*	Bay Area Urban League
IR	*	Third Baptist Church
OJT		Swords to Plowshares
OJT		San Francisco Vocational Services
OJT		Jewish Vocational Service
OJT	*	Arriba Juntos
OJT	*	Bay Area Urban League
OJT	*	Northern California Service League
OJT	*	Oceanview, Merced & Ingleside Community Association
OCT		Asian Neighborhood Design
OCT		Mission Hiring Hall
OCT		City College of San Francisco/John Adams
OCT		San Francisco Vocational Services
OCT		Center for Employment Training
OCT	*	Chinatown American Cooks School

* Received or will be receiving a corrective action letter

SUBCONTRACTOR PRIORITY LIST

TITLE II-C (82%) BASIC YOUTH

Program Activity		Subcontractor
OESL		Community Educational Services
OESL		Career Resources Development Center
OESL		Mission Language and Vocational School
OESL	*	Vietnamese Youth Development Center
IR		Career Resources Development Center
IR		Chinatown Youth Center
OJT		Chinatown Youth Center
OJT		Arriba Juntos
OJT		Oceanview, Merced & Ingleside Community Association
OCT		Asian Neighborhood Design
OCT		San Francisco Vocational Services
OCT		Mission Hiring Hall
OCT	*	Chinatown American Cooks School
OCT	*	Youth Guidance Center Improvement Committee
BRE/IRO		San Francisco Educational Services

* Received a corrective action letter

SUBCONTRACTOR PRIORITY LIST

TITLE II A -5% OLDER WORKER PROGRAM

Program Activity	Subcontractor
OCT/ESL	Self Help for the Elderly
OCT/ESL	Korean Center, Inc.
OCT	Renaissance Experience Plus

TITLE II - A/C 5% INCENTIVE

Program Activity	Subcontractor
BRE	Potrero Hill Community Development Center

Title II - A/C 8%-50% GAIN

Program Activity	Subcontractor
BRE	Arriba Juntos
BRE/OCT	The Family School

Title III-A - 60% Formula
Homeless Subcontractors Who Are Serving Long-term Unemployed Homeless Individuals

Program Activity		Subcontractor
OCT		Arriba Juntos
IR		Glide Memorial Church
IR		Goodwill Industries,Inc.
OJT/IR	*	Northern California Service League
OJT	*	Community Housing Partnership

* Received or will be receiving a corrective action letter

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: ALL COUNCIL MEMBERS **DATE:** APRIL 1, 1996

FROM: STEVE ARCELONA

SUBJECT: APPROVAL REQUESTED, APPLICATION FOR "YOUTH DEMONSTRATION GRANT"

Applications (which are limited to "SDAs covering ... sites designated as ... Empowerment Zones or Enterprise Communities") responding to this solicitation are required to be submitted to the U.S. Department of Labor's Headquarters in Washington, D.C. on or before 2:00 p.m. on Friday, May 3rd.

"The Department expects to award between three and five grants of $2 to $3 million each under this demonstration" for a "new $250 million initiative for out-of-school youths proposed in the President's (FFY) 1997 budget" and, at minimum, it requires dollar-for-dollar matching (which appears to include funds allocated under either JTPA Title IIA and perhaps even JTPA Title IIC).

"Through the (grant) announcement, the Department of Labor will select a small number of sites to serve as demonstrations for a comprehensive approach aimed at improving the labor market prospects of out-of-school youths in high-poverty areas. Under this demonstration, an Opportunity Area would be created to expand employment, education, and training opportunities for out-of-school youths ages 16-24, with priority given to high school dropouts. The demonstration would be designed --- as the name Opportunity Area suggests --- to provide employment, education, and training opportunities for all youths in the target areas. It would complement the economic development strategy of the empowerment zone (or Enterprise Communities) initiative. As some portion of the target area residents will live in public housing, it will also complement efforts by the Department of Housing and Urban Development (HUD) to address the isolation of public housing residents. The aim of the demonstration is to raise employment rates in the target area to 80 percent".

"Applications should identify a target area within (Enterprise Communities) with a population of between 10,000 and 20,000 persons and a poverty rate in the 1990 Census that is among the highest in (San Francisco's four Enterprise Communities). In urban sites, the target area should be comprised of contiguous census tracts ... (and) ... should include a high school and at least one middle school.

"Grant funds shall be used to create an Opportunity Area for youths living in the target area ... (and) ... youth employment and development activities funded under the grant shall be used for a structured set of initiatives focused sharply on getting out-of-school youths ages 16-24 into long-term employment at wage levels that will prevent future dependency. The various programs funded under the grant should constitute a coherent strategy for serving large numbers of neighborhood youths and raising the employment rate of out-of-school youths in the area to at least 80 percent. This neighborhood strategy needs to be responsive to the particular problems of out-of-school youths in high-poverty areas, especially the pervasive joblessness of males.

"Allowable activities will include but not be limited to job placement officers working to link youths with private sector employers; on-the-job training; training based on the program developed by the Center for Employment Training (CET) in San Jose; YouthBuild programs directed towards rehabilitating inner-city housing and that teach leadership skills and prepare youths for construction careers; WorkPlus efforts to coordinate with employers to structure secondary labor market jobs into career ladders; alternative schools; local conservation corps programs for youths who need to gain disciplined work experience before being ready for private sector placement; and adult mentors working with youths over an extended period of time. The WorkPlus program is in a sense a temporary employment service that provides youth with a series of jobs with progressive responsibilities. DOL expects that various CBOs in each site will operate many of the services provided under this grant".

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"Applicants should use partnerships both to enhance the out-of-school programs funded under this grant and to provide complementary programs so as to make the target neighborhood an Opportunity Area for all youths. It is expected that co-applicants and other partners will invest State, local, and other federal resources to secure the success of the project. Complementary projects should include:

"1. school-to-work efforts in the target area high school;
"2. commitments for specific numbers of career-track jobs by employers located in the wider metropolitan area;
"3. school district efforts to reduce the dropout and truancy rates in area middle schools and high schools;
"4. investments from other State and federal programs, such as JTPA;
"5. a public/private collaboration to start a CollegeBound program in the target area; and
"6. a comprehensive sports and recreation program for youths of all ages in the target neighborhood.

"The application should provide dollar values of matching contributions from each partner, and these figures will be included in the final grant budget. The investments of co-applicants and partners should equal or exceed the investment of DOL in the first year of the project, and this matching ratio will increase over the life of the grant (i.e., the next two years, if funds are available). Applicants also should agree to a good faith effort to continue initiatives started under this grant beyond the three-year grant period. Applicants are encouraged to use State and local educational funds to support education and training services for youths who have dropped out of school.

"The matching funds for the CET and OJT training could be used to serve 22-24 year-olds, and thus come from JTPA Title IIA. The YouthBuild and conservation corps matching funds could come from local corporations and foundations. Matching funds for a new alternative school in the target community would come from State and local education funds. In addition to these matching funds for job training programs, the local area would also provide matching funds for new initiatives to strengthen the target area's middle schools and high school. These initiatives would include enhanced school-to-work efforts in the high school; a Futures program to prepare entering ninth graders for starting high school and to provide outreach workers to keep youths in school; a College Bound program; and a comprehensive sports and recreation program for youths. These initiatives would be paid for through a combination of public school funds, local corporations, and local foundations. A significant number of private sector jobs would also be pledged for participants".

The PIC's grant application "will need (or is required) to include:

"7. a letter of support from Mayor Brown;
"8. a letter of support from Governor Wilson;
"9. a prescribed letter of transmittal signed by the following individuals identifying the institutions each represents as "Co-Applicants", collectively pledging to provide dollar-for-dollar matching financing for each of the three years of the grant, and pledging a "good faith effort to continue (the) initiative ... on a permanent basis":
    a. the President of the PIC, Inc. or the Chairman of the Council (San Francisco's SDA Administrative Entity), the Partnership between the Mayor and the Private Industry Council, or both;
    b. Superintendent Rojas, Chancellor Anderson, or both representing, respectively, the SFUSD, the CCSF, or both;
    c. an authorized representative of San Francisco's "Enterprise Communities Coalition";
    d. an authorized representative of San Francisco's "major corporations"; and
    e. an authorized representative of San Francisco's "school-to-work partnership", the State's "School-to-Career Partnership", or both.

"The demonstration sites will be required to collect and maintain participant records so that this can be a learning experience for DOL. These participant records should be similar to the 'Standardized Program Information Report (SPIR) required for JTPA Title(s) II (and III) programs. No funds under this grant should be set aside for local evaluations, as the project will be evaluated through DOL". Representatives of the PIC Staff will be prepared to discuss this possible initiative at the Council's April 9th meeting.

cc: PIC Staff, All PY'94-'95 PIC Proponents, and All Potential Co-Applicants

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DRAFT of MINUTES
for a meeting
of the Private Industry Council of San Francisco
April 9, 1996

Members present: Chairman Gary Fitschen, Mr. Brent Andrew, Mr. John Cammidge, Dr. Brenda Cochrane, Ms. Linda Davis, Ms. Mary Edington, Mr. Thomas Evans, Ms. Vanessa Johnson, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Michael Mee, Mr. Fairfax Randolph, Ms. Barbara Thompson and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Ms. Brenda Brown, Ms. Joyce Crum, Mr. Wes Dixon, Mr. Eking Estioko, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sulu Palega and Ms. Clara Wong

Public present: Ms. Betty Baham, Ms. Jamie Brennan, Ms. Joy Ferguson, Ms. Delfina Geiken, Ms. Mulugeta Gerefa, Mr. Louis Gill, Jr., Ms. Bea Hall, Ms. Verlaine Hawkins, Mr. Jim Kennedy, Ms. Minjoo Lee, Ms. Natalie Lopes, Ms. Marilyn McNeal, Mr. Guillermo Rowen, Ms. Zelda Saeli, Mr. James Unthank and Mr. Carlos Ver

The meeting began at 3:15 without a quorum, and action items were postponed.

Public testimony on agenda items

There was no public testimony on agenda items.

Committee reports

Jobs For Youth Committee

The third annual Jobs For Youth Breakfast, held in the morning at the Sheraton Palace Hotel, was attended by nearly 400 guests, most of them from the private sector but also including youth and representatives from nonprofit and government organizations, Mr. Wolfson said. A variety of speakers, including a number of young people, S.F. Unified School District Superintendent Waldemar Rojas, San Francisco Supervisor Michael Yaki, Mayor's Office Chief of Staff Emilio Cruz and KPIX-TV anchorwoman Sherry Hu, drove home the message that hiring young people is good for San Francisco and good for business, and that Jobs For Youth is "an investment that works". They also promoted the Say YES Campaign which is being organized through JFY to raise $500,000 from the private sector to make up for lost federal Summer Youth Employment and Training Program funds. JFY Program Director Stephanie Shmunes "did a wonderful job" organizing the Breakfast, Mr. Wolfson added.

Audit Committee

Referring members to Mr. Louie's April 5 memorandum, Mr. Marutani said the Audit Committee recommended the Council vote at its next meeting to accept the recent audit of the PIC's activities for Program Years 1994 and 1995. The audit included no findings.

Staff reports

Federal appropriations update

With Congress and the President unable to agree on a budget, the federal government has been operating under a series of continuing resolutions which have generally restricted spending to 75% of last year's appropriations. The latest continuing resolution, Mr. Holland said, includes a tentative agreement for a 1996 SYETP which will bring approximately $2.297 million into San Francisco, $1 million less than 1995.

Youth Demonstration Project

Referring to his April 1 memorandum, Mr. Arcelona outlined the U.S. Department of Labor's request for applications to fund between three and five Youth Demonstration Project grants of $2 to $3 million each, due for submission by May 3. Mr. Arcelona said he hoped PIC could develop an application, perhaps by utilizing and integrating existing programs.

Labor market publications

Mr. Marutani referred Council members to copies of the 1995 Occupational Outlook and 1995 Vocational Training Directory, two labor market publications for San Francisco produced by PIC staff under contract with the state. The Outlook includes detailed information on 25 occupations, including employment and training requirements, wages, fringe benefits and labor demand, obtained by a survey of 500 local employers. Mr. Marutani commended Robert Blanchard, the PIC's labor market program coordinator, for his work in researching and assembling data for the Outlook and the Directory, and Glen Nethercut for developing a graphic design which a number of other labor market publications in the state have emulated.

A quorum was achieved, and action items were considered.

Adoption of the agenda

A motion to approve the agenda as submitted was made, seconded and adopted.

Approval of minutes

A motion to approve the minutes as submitted for the Council's March 12 meeting was made by Ms. Thompson, seconded by Mr. Randolph, and unanimously approved.

A motion to approve the minutes as submitted for the Board's January 9 meeting was made by Mrs. Luttgens, seconded by Mr. Martin, and unanimously approved by the Directors present.

Committee reports cont.

Planning Committee

Mr. Andrew outlined the Planning Committee's recommendations for the PY'96 portion of San Francisco's Job Training Partnership Act PY'96-'97 Job Training Plan, as outlined in his March 29 memorandum. Included was a recommendation that PY'95 subcontracts be renewed, assuming an improvement in performance by those subcontractors who have or will soon receive from PIC staff a corrective action letter. Mr. Andrew noted PIC staff will be working with these subcontractors to bring their work into compliance.

A motion by Mrs. Luttgens to approve the Planning Committee's recommendations for the JTPA Title IIB-SYETP portion of the PY'96-'97 Plan was seconded by Dr. Cochrane, and approved by the Council, with Ms. Davis and Mr. Evans abstaining.

A motion by Ms. Thompson to approve the Planning Committee's recommendations for all other JTPA titles of the PY'96-'97 Plan was seconded by Ms. Johnson, and approved by the Council, with Ms. Davis, Ms. Edington and Mr. Evans abstaining.

Youth Demonstration Project cont.
A motion to approve the PIC's application for funding of a Youth Demonstration Project was seconded and unanimously approved.

President's report

Possible 1996 SYETP
With SYETP likely to be funded this year, Mr. Arcelona noted that PIC staff are planning for the program, and that job descriptions have been issued and potential subcontractors notified.

Economic Summit position paper
The Committee of Contracting Agencies, made up of PIC subcontractors, has developed a position paper on employment and training needs of San Francisco's residents for submission at Mayor Brown's Economic Summit next week, Mr. Arcelona said.

PIC 1995 annual report
The PIC's 1995 annual report is in the mail, Mr. Arcelona announced.

CCA brown bag lunch
The CCA will be holding its first brown bag lunch on April 18 at The Family School, Mr. Arcelona. These lunches are intended to bring together staff members from PIC's many subcontractors so that they may become more familiar with one another's work. Council members are encouraged to attend.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:15 P.M.

PRIVATE INDUSTRY COUNCIL
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Kathy Sage

Deputy Director
Workforce Development Branch
Employment Development Department

The Private Industry Council welcomes this month's Forum speaker, Kathy Sage.

Kathy Sage has 20 years experience with the Employment Development Department, primarily related to workforce preparation programs. As Deputy Director of the Workforce Development Branch she oversees a number of state-led initiatives related to workforce development block grants, one stop career centers, school to career programs, and State Job Training Coordinating Council activities.

She accepted this position after managing the Job Training Partnership Division, the State's administrative entity for California's Job Training Partnership Act program. Prior to this she served as the Assistant to Tom Nagle, former Director of the Employment Development Department and current Undersecretary of the Health and Welfare Agency. Other experience includes Acting Deputy Director of the Department's Legislative Liaison Office and manager of a Department initiative to redesign the State's Unemployment Insurance and Job Services programs.

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, May 3rd

DATE:	Tuesday, May 7, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between Fourth & Fifth streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

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Issued April 25, 1996

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Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of May 7, 1996

1. **Public testimony on agenda items** * *

2. **Adoption of agenda** *

3. **Approval of minutes**

   For the Council's April 9 meeting (enclosed) *

4. **Chairman's report**

5. **Forum** — Kathy Sage, Deputy Director, Workforce Development Branch, California Employment Development Department (see enclosed biography)

   Speaking on planning for block grants of federal funds to the states.

6. **Committee reports**

   a. Jobs For Youth & Say YES campaign — Craig Wolfson
   b. Audit Committee — Arthur Louie *
   c. Nominating Committee — Steve Coulter *

7. **Staff reports**

   a. 1996 federally-funded Summer Youth Employment & Training Program — Brenda Brown
   b. Donald J. Kulick Youth Development Grant proposal update (a proposal to provide employment, education and training opportunities to out-of-school youths ages 16-24) — Ray Holland
   c. PIC subcontractor corrective action notices — Ray Holland

8. **President's report**

   a. Update on Mayor Willie Brown, Jr.'s Economic Summit
   b. Supportive Housing Program-Homeless Employment Initiative, introduction of the PIC coordinator for this project
   c. Committee of Contracting Agencies brown bag lunch

9. **Public testimony on non-agenda items** * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
May 7, 1996

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Members present: Chairman Gary Fitschen, Mr. Brent Andrew, Dr. Ricci Chan, Ms. Linda Davis, Mr. John Dewes, Ms. Mary Edington, Mr. Thomas Evans, Ms. Vanessa Johnson, Mr. Frederick Jordan, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Michael Mee, Mr. Fairfax Randolph, Mr. Billy Ray, Mr. Kent Sims, Ms. Barbara Thompson and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Ms. Brenda Brown, Ms. Joyce Crum, Mr. Wes Dixon, Ms. Karen Hart, Mr. Ray Holland, Mr. Greg Marutani, Mr. Dan McGrue, Mr. Glen Nethercut, Mr. Sulu Palega and Ms. Clara Wong

Public present: Ms. Joyce Cho, Ms. DeeAnne Davis, Mr. André Freeman, Ms. Delfina Geiken, Mr. Louis Gill, Mr. Paul Horcher, Ms. Minjoo Lee, Ms. Maria Olivares, Ms. Ana Quintanilla, Mr. Abby Snay, Mr. James Unthank, Ms. Angela Wong and Mr. Kent Woo

The meeting began at 3:10 p.m., one member short of a quorum.

Public testimony on agenda items

There was no public testimony on agenda items.

Chairman's report

Mr. Fitschen welcomed to the meeting Paul Horcher, the Mayor's liaison to the Board of Supervisors.

The Council has two new vacancies, Mr. Fitschen said, with Brian Cahill leaving the Department of Social Services at the end of June and Paul Gormsen gone from the San Francisco Chamber of Commerce. Mr. Fitschen thanked them both for their service on the Council.

Mr. Fitschen announced that Craig Martin has agreed to serve as Vice Chairman of the Council.

Forum

Kathy Sage, Deputy Director, Workforce Development Branch of the Employment Development Department, discussed the proposed consolidation of federal employment and training programs and the introduction of block grants to the states. Nationwide, there are currently over 160 different federal employment and training "funding streams", she noted, while in California, 13 agencies manage $2.2 billion in training funds. Plans in Washington, D.C. and Sacramento call for a greater coordination of these disparate funds and activities. Ms. Sage observed that block grants are not new, noting they existed in the Nixon and Reagan administration and were also an element of the Job Training Partnership Act.

Legislation proposed by Congress would eliminate many employment and training programs, including Carl Perkins and JTPA, and consolidate funds previously allocated to them. These plans would effect 60% of federal programs, but in California, only 25% of such programs would be effected. Ms. Sage noted that agreements could be reached within the state to coordinate California's remaining 75% of programs.

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The House and Senate have adopted different consolidation bills, and are meeting in conference to reconcile them. Both bills, however, call for One Stop Career Centers within Local Workforce Development Areas, Ms. Sage reported. Programs would be required to develop outcome goals and measurements for participants, and extensive labor market information systems are also called for. While JTPA and private industry councils would be eliminated under both bills, they would be replaced by similarly-empowered Workforce Development Area Boards. Ms. Sage noted the new programs aren't likely to begin until July 1997 at the earliest, and more likely after July 1998.

A quorum was achieved with the arrival of four members, and action items were considered.

Adoption of the agenda

A motion to approve the agenda as submitted was made by Mr. Dewes, seconded by Ms. Thompson, and adopted unanimous.

Approval of minutes

A motion to approve the minutes as submitted for the Council's April 9 meeting was made by Ms. Thompson, seconded by Mr. Randolph, and unanimously approved.

Committee reports

Jobs For Youth

Mr. Wolfson observed that Jobs For Youth's placements in April were up over the same time last year. The Say YES campaign, launched by Mayor Brown and Supervisor Yaki under Jobs For Youth, has raised over $200,000 from the private sector to help make up for reduced federal spending on this year's Summer Youth Employment and Training Program. A promotional mailing will soon be going to 23,000 San Francisco employers, he reported, noting this is one of Jobs For Youth's most effective marketing tools.

Audit Committee

Referring members to Mr. Louie's April 5 memorandum, Mr. Marutani said the Audit Committee was recommending that the Council accept the audit of the PIC's activities for Program Years 1994 and 1995. The audit included no findings.

A motion to "place the audit report on file" was made by Mrs. Luttgens, seconded by Mr. Randolph, and unanimously accepted by the Council.

Nominating Committee

Steve Coulter has agreed to serve as chairman for the Nominating Committee until the nomination to the Council Carol Piasante of the San Francisco Chamber of Commerce has been approved by the Mayor, Mr. Marutani reported.

Staff reports

SYETP

Brenda Brown reported that the PIC will run a $2.3 million SYETP this year, serving 1,800 youth between the ages of 14-21. This represents a cut from last year's program of $1 million and 900 youth served. The program, which will be run by the same 14 agencies who worked with it last year, will run seven rather than eight weeks. Ms. Brown thanked the San Francisco Unified School District for donating office space at 275 Hayes Street to house program staff.

Opportunity Area Project

Mr. Holland discussed the proposed Opportunity Area Demonstration Project for Out-of-School Youths, as outlined in Mr. Arcelona's May 3 memorandum. The $2.8 million, 18-month proposal, submitted to the Department of Labor for consideration to fund, has been jointly proposed by the PIC, SFUSD, City College of San Francisco, the Mayor's Office of Community

Development and the San Francisco Housing Authority.

President's report

Economic Summit position paper

The Committee of Contracting Agencies and PIC staff developed a three-page position paper for submission at Mayor Brown's Economic Summit held last month, Mr. Arcelona reported. Mr. Jordan objected to the section in the paper entitled "The Market Goes Up and Worker Fortunes Go Down ... and Vice Versa", and Mr. Sims agreed, noting this section reflected a misunderstanding of how economists believe the economy functions. Mr. Wolfson also objected to the paper, and Mr. Randolph observed that "emotional" philosophical elements distract from the paper's goal of obtaining greater employment opportunities for those in need. Mr. Evans asked whether Council members participated in development of the paper, and Mr. Arcelona said that they did not because of deadlines for its submission.

Mr. Sims said he agreed with the need for making more employment and training services available to low-income individuals, as expressed in page 3 of the paper, but disagreed with the specific mechanisms recommended there. Specifically, Mr. Sims noted that the City's enforcement of hiring set asides was generally ineffective, although he said the Redevelopment Agency did a better job in this. Mr. Martin objected to how many Redevelopment jobs seem to go to out-of-town workers.

Council members agreed to hold a special Post Economic Summit meeting June 4 from 3:00-4:30 p.m. in order to develop a stronger position paper.

Supportive Housing Program

Jim Kennedy, formerly of Jewish Vocational Services, has been hired as the Coordinator for the Supportive Housing Program, a $3 million, three-year employment program for homeless persons managed by the PIC, Mr. Arcelona reported.

CCA brown bag lunch

The CCA's first brown bag lunch held April 18 at The Family School was attended by 30 representatives from 18 agencies, said Mr. Arcelona. The lunch was intended to bring together staff members from PIC's subcontractors so that they might become more familiar with one another's work. More lunches are planned.

Eking Estioko's retirement

Mr. Arcelona observed that Eking Estioko had retired as the PIC's On-the-Job Training Contract Administrator. Mr. Estioko had worked in the employment and training field for over 20 years, both with the PIC and the Mayor's Office before it, and had trained Mr. Arcelona when he first began working with the Mayor's Office. Mr. Arcelona thanked Mr. Estioko for his year's of service, and wished him well in his retirement.

Public testimony on non-agenda items

There was no public testimony on non-agenda items.

The meeting was adjourned at 4:35 P.M.

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Friday, May 31

DATE:	Tuesday, June 4, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	P.G. & E. Energy Center 851 Howard Street (between Fourth & Fifth streets)

Agenda

1. **Public testimony on agenda items * ***
2. **Adoption of agenda ***
3. **Regular Council business —** If required (15 minutes) *
4. **Post Economic Summit Discussion**
   a. Opening statements — Gary Fitschen & Steve Arcelona (10 minutes)
   b. Panel discussion with facilitator
      1. Fred Jordan, keynote speaker (5 minutes)
      2. Panel with Kent Sims, who has prepared a response to the original PIC/CCA position paper (enclosed, blue paper), and Michael Blecker of Swords to Plowshares and Michael Gonzales of San Francisco Educational Services, who helped develop the original paper (enclosed, pink paper). (30 minutes)
   c. Comments, question & answer period with facilitator
      Following the panel discussion, giving equal opportunity for participation to both Council members and other members of the audience. (30 minutes)
5. **Public testimony on non-agenda items * ***

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* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

Issued May 29, 1996

If you require special accommodation due to a disability, please call Roberta Fazande at 931-7460 or TDD 749-3117 at least 72 hours in advance

Know your rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and Country exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force at 415/554-6075.

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: COUNCIL MEMBERS **DATE:** MAY 28, 1996

FROM: STEVE ARCELONA, PRESIDENT

SUBJECT: BACKGROUND INFORMATION FOR SPECIAL JUNE 4 COUNCIL MEETING — POST ECONOMIC SUMMIT POSITION PAPER.

The Council agreed at its May 7 meeting to hold a special meeting on Tuesday, June 4 from 3:00 to 4:30 p.m. to discuss the position paper developed by PIC staff and the Committee of Contracting Agencies and presented at Mayor Willie Brown's April 16-17 Economic Summit. While there was disagreement during the May 7 meeting about some of the economic statements and assumptions expressed in the paper, there appeared to be a consensus supporting the paper's general goal of increasing job opportunities for San Francisco residents.

The objective of the June 4 Post Economic Summit Discussion will be to develop "a stronger" post economic position paper. At the May 7 meeting, Mr. Kent Sims agreed to commit his comments in writing; this is enclosed, on blue paper. The original position paper distributed as part of the Economic Summit is enclosed on pink paper.

A note taker will be present to record and post the proceedings on large sheets of paper. After the discussion, staff with the help of volunteers will draft a Post Economic Summit paper for consideration by the Council at its July meeting.

The meeting will be held at the P.G. & E.'s Energy Center at 851 Howard Street, between Fourth & Fifth streets.

The agenda for the Council's Post Economic Summit Discussion is enclosed.

cc: Emilio Cruz, Mayor's Office
Michael Blecker/Michael Gonzales, CCA Co-chairs
Planning, Evaluation, Refugee, JFY committees members
PIC Subcontractors
PIC Staff

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: INTERESTED INDIVIDUALS **DATE:** JUNE 24, 1996

FROM: GARY FITSCHEN, CHAIRMAN

SUBJECT: REQUEST FOR NOMINATIONS TO FILL THE COMMUNITY BASED ORGANIZATION (CBO) VACANCY ON THE COUNCIL.

The Nominating Committee of the Private Industry Council is seeking nominations of individuals to fill the Community Based Organization (CBO) vacancy on the Council.

The purpose of the Council is to promote and foster employment opportunities for the structurally unemployed, the under-employed, other economically disadvantage members of the community, and individuals dislocated by plant closures or layoffs. In fulfilling this purpose, it will use government and private funds to set up training and job placement programs, involve large and small employers in the definition and implementation of training programs, work with local school systems to improve the employability of students, and work closely with local government, community organizations and economic development interests to improve business growth and job opportunities.

Other important information for prospective candidates:

* Appointment to the Council is made by the Mayor
* Council members serve for a three year term;
* The Council meets seven times a year; and
* All Council members serve on at least one of its ongoing committees which meet on an as-needed basis.

Interested individuals should complete the attached form and return it along with a letter of interest to:

Nominating Committee
Private Industry Council of San Francisco, Inc.
745 Franklin Street, Suite 400
San Francisco, CA 94102-3117

Letters of interest and the completed form should be submitted to the Nominating Committee by 5:00 p.m., Friday, July 21, 1996.

If you have any questions please contact Greg Marutani, Secretary to the Council at (415) 931-7460.

cc: Steve Coulter, Acting Chairman - Nominating Committee

PRIVATE INDUSTRY COUNCIL OF SAN FRANCISCO, INC.
BACKGROUND INFORMATION SHEET

Name: _____

Title: _____
Company/
Agency: _____ Phone #: _____

Address: _____ Fax #: _____

_____

Professional/Educational Background

_____
_____
_____
_____

Organizational Affiliations (Professional/Civic/Other)

Dates	Name	Role
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Basis for interest in the Private Industry Council of San Francisco, Inc.:

_____
_____
_____
_____

In what capacity do you see your major contribution to the PIC?

_____
_____
_____
_____

References:

Name: _____ _____
Phone #: _____ _____
Relationship: _____ _____

Please include a copy of your most recent résumé or cirriculum vita.

PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Wednesday, July 3rd

DATE:	Tuesday, July 9, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between Fourth & Fifth streets)

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Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

Issued July 1, 1996

If you require special accommodation due to a disability, please call Roberta Fazande at 931-7460 or TDD 749-3117 at least 72 hours in advance

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Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of July 9, 1996

1. Public testimony on agenda items * *

2. Adoption of agenda *

3. Approval of minutes

For the Council's May 7 meeting (enclosed) *

4. Chairman's report

* Special Meeting of the PIC re: Post-Economic Summit

5. Forum — Mayor Willie L. Brown

6. Committee reports

a. Jobs For Youth — Craig Wolfson

b. Nominating Committee — Steve Coulter

(1) Private Sector Nomination *
(2) Request for nominations for CommunityBased Organization (CBO) Representative

c. Planning Committee — Brent Andrew *

(1) JTPA Titles IIA, IIC, and III *
(2) Homeless Employment Collaborative (HEC) *

d. Refugee Committee — Jack Fitzpatrick

(1) Draft County Plan *

7. President's report

a. Summer programs

(1) Say YES campaign
(2) Housing Authority Summer Youth Program (HASYP)
(3) Federal Summer Youth Employment & Training Program (SYETP)

b. Corrective Actions identified by the Compliance Review Division of EDD

c. Meeting with Representatives of Rockefeller Foundation and other local foundations

d. Trip to Washington, D.C. to meet with Undersecretaries of HUD, DOL, and HHS

9. Public testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
THE HONORABLE MAYOR WILLIE L. BROWN, JR.

DATE: JUNE 28, 1996

FROM: BRENT ANDREW, CHAIRMAN, PLANNING COMMITTEE

SUBJECT: COMMITTEE RECOMMENDATIONS FOR COMPLETING THE JTPA TITLES II & III SUBPARTS OF THE PROGRAM YEAR 1996 JOB TRAINING PLAN

At earlier meetings this year you instructed the Planning Committee to prepare funding recommendations for PY'96 when final allocations were made known by the State. Those instructions were —

- that training technologies and enrollment goals should remain unchanged for PY'96-'97, continuing in effect the basic programs described in the 1994 program design and solicitation,
- that funding should flow to current contractors who demonstrate good performance and who confirm their willingness to continue under the terms of the 1994 solicitation (or, should current contractors decline to continue or demonstrate poor performance, to bidders who remain available), and
- that once firm allocations are known, the Committee should recommend from among eligible subcontractors on the basis of actual performance in PY'94 including the "most recent data available" for PY'95.

At its meetings of June 19 and June 28, this Committee reviewed staff's evaluations of each subcontractor's performance and heard lengthy testimony in response. Attachment I to this memorandum contains Committee recommendations in the form of detailed "line-item" budgets for each subpart and compares PY'95 final obligations to the Committee's PY'96 proposed obligations. Where applicable, resulting participant characteristics are compared to overall program goals.

BASIS OF FUNDING RECOMMENDATIONS

The Committee's recommendations are based on individual evaluations of subcontractors for PY'94 (ending June 30, 1995) and the first nine months of the current year; for some, the period may differ because of the rescission of IIC funds. Each subcontractor was evaluated according to the planned goals contained in their subcontract with the PIC. Direct planned-versus-actual comparisons were made of —

- enrollments,
- placements,
- placement rates,
- adult or youth Employ-ability Enhancements,
- participant enrollment characteristics,
- wage rates at placement (dollars per hour), and
- expenditures (including financial audits, timely submission of invoices, cost allocation plans, etc.)

To determine dollar recommendations, the Committee assigned subcontractors to "priority groups" based upon their varying levels of performance. Highest performers were recommended for awards up to their original proposals; lesser performers were recommended for percentages of their current contract.

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Overall subcontractors' performance has improved, but seven subcontractors received corrective action requests during a prior evaluation period. Staff identified those subcontractors in their evaluation sheets for Committee review. Those agencies had either satisfied their corrective action plan or are being recommended for probation.

Four agencies, while being recommended for funding at this time, are also being recommended for probation based on their performance through March of 1996. It is recommended that these agencies be reevaluated in October or November to determine whether funding should be continued. The evaluations and recommendations will be based on achieving at least 70% of each of their PY'95 subcontract goals and of the first three months of their proposed PY'96 subcontract goals.

The primary focus of GAIN has changed to jobs, not educational attainments. In keeping with that change, The Family School will have to modify its 8% program design to include vocational skills training in order to get GAIN referrals.

POLICY REGARDING UNEXPENDED PY'95 FUNDS

Highest priority, before any distributions are made to subcontractors, should be to the pool setasides for participant support, Individual Referral (IR) training costs and On-the-Job Training (OJT) reimbursements to employers. Staff will analyze final PY'95 expenses closely and return to the Committee in October with an update on the adequacy of the pools in this budget.

In the IIA 5% Older Workers program, any available unexpended funds not needed for the pools should be earmarked for the NCOA (National Council on Aging) IR program and the Management College proposal to bring the participant characteristics closer to overall goals.

In the IIC Youth program, available unexpended funds should be redirected to an OJT pool if the PIC's waiver request to the State and Department of Labor — to lower the minimum required subsidized OJT wage — is granted. Neither the DOL's decision on that waiver request, nor the minimum wage to be required for youth OJT with or without the waiver, will be known until September 1st.

POLICY REGARDING PY'97 SOLICITATION

These funding decisions will affect PY'96 only. Unless the Council and the Mayor instruct the staff to apply for a waiver of State policy, which requires a new competition at least every three years, there will be a new solicitation in February to select PIC subcontractors for PY'97 (and possibly longer).

MEETING SCHEDULE

Because the Committee did not achieve a quorum on June 28, the recommendation for the 8% GAIN program is advisory only. You will be asked to take action on these recommendations at your meeting of July 9. "Conflict of Interest" statements will be distributed to each member before that meeting.

cc: PIC Staff
Scott Winkler, JTPD
Proponents (Transmittal and Attachment 1)

Title II-A 77% Basic Adult

Grant Funds Available	PY'95
PY'95 Formula Allocation	2,666,744
PY'94 FIFO (Surplus)	39,038
PY'95 Total =	2,705,782

Grant Funds Available	PY'96
PY'96 Formula Allocation	2,343,212
PY'95 FIFO	?
PY'96 Total =	2,343,212

Enr. Level	Activity	Subcontractor / Budget Item		Final PY'95 Obligations	Priority Group	Enr. Level	<- Obligation by Cost Category -> Dir. Trng.	TR/Supp.	Admin	Σ Planned Obligations	
17		Jewish Vocational Service	JVS	28,945	1	32	0	55,180	0	55,180	
29	Individual	Career Resources Development Center	CRDC	36,619	2	28	0	31,658	3,130	34,788	
17	Referral	Third Baptist Church	TBC	35,719	3	15	27,370	1,930	2,848	32,148	
14		Bay Area Urban League	BAUL	36,147	4	12	54	29,653	1,419	31,126	*
		IR Pool (Training Reimbursement) /1.	IR Pool	181,372			117,139	0	1,320	118,459	
23	Occupational Classroom Training	Asian Neighborhood Design	AND	63,017	1	25	59,700	3,568	6,220	69,488	
15		Mission Hiring Hall / SOMEC	MHH / SOMEC	39,642	2	14	33,425	1,661	2,575	37,661	
22		City College of San Francisco	CCSF/JAC	51,981	3	20	41,938	1,380	3,465	46,783	
24		San Francisco Vocational Services	SFVS	83,279	4	20	64,168	1,238	5,381	70,787	
9		Center for Employment Training	CET	58,875	5	7	47,100	0	0	47,100	
30		Chinatown American Cooks School	CACS	75,451	6	22	49,380	2,310	4,898	56,588	
25		Korean Center, Inc.	KCI	73,163	1	47	117,663	6,834	12,310	136,807	
52	OESL	Career Resources Development Center	CRDC	154,488	2	49	126,076	8,256	12,433	146,765	
52		Mission Language & Vocational School	MLVS	127,282	3	47	98,966	5,279	10,310	114,555	
18		San Francisco Vocational Services	SFVS	48,936	1	20	48,589	1,299	4,074	53,962	
36		Arriba Juntos	AJ	98,985	2	34	80,414	5,245	8,377	94,036	
21	On Job	Northern California Service League	NCSL	40,808	3	19	31,595	2,366	2,766	36,727	
31	Training	Jewish Vocational Service	JVS	63,028	4	26	50,987	2,587	0	53,574	
60		Swords to Plowshares	STP	181,190	5	48	124,693	7,220	13,039	144,952	
44		Bay Area Urban League	BAUL	134,953	6	33	90,834	5,012	5,369	101,215	*
19		OMICA	OMICA	121,703	7	14	78,499	4,564	8,215	91,278	*
		OJT Pool (Employer Reimbursement)	OJT Pool	204,043			128,788	0	0	128,788	
	Common Cost Pools /2.	Career Link (Assessment Center)	SFAC	50,000			0	0	0	0	
		Children's Council (Providers' costs)	CCSF-P	136,778			0	130,456	0	130,456	
		Children's Council (Operating expense)	CCSF-O	18,137			0	14,221	3,916	18,137	
		Supportive services (Txport., health, etc.)		47,347			0	47,347	0	47,347	
		Public Media Center (Employer Outreach)	PMC	25,213			0	15,379	0	15,379	
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)		72,549			0	72,549	0	72,549	
		Administration /3.	ACP	408,669			0	0	356,577	356,577	
558	= Total Grant Enrollment		Program Year Budget =	2,698,319		532	1,417,378	457,192	468,642	2,343,212	
							%---> 60.5 %	19.5 %	20.0 %		

Unobligated Balance = 7,463

Deficit = 0

Recommended for Probation = *

Note /1. Estimate of IR Pool setaside by contractor to be determined during negotiations.

Note /2. Cost Pools are estimates based on actual PY'95 expense through April (month 10) and prior year experience. Some are very difficult to predict: child care costs, for example, depend on the number of parents enrolled and the number of children requiring care.

Note /3. Total Admin cannot exceed 20% of allocation; the PIC's share is calculated as the balance of 20% after subcontractor obligations are subtracted.

Title II-A 5% Older Individuals

Grant Funds Available	PY'95
PY'95 Formula Allocation	350,953
PY'94 FIFO	52,697
PY'95 Total =	403,650

Grant Funds Available	PY'96
PY'96 Formula Allocation	315,681
PY'95 FIFO	N/A
PY'96 Total =	315,681

Enr. Level	Activity	Subcontractor / Budget Item		Final PY'95 Obligations	Priority Group	Enr. Level	<- Obligation by Cost Category -> Dir. Trng.	TR/Supp.	Admin.	Σ Planning Obligation
66	OESL	Self-Help for the Elderly	SHE	152,243	1	66	131,679	7,043	13,521	152,243
15	OESL	Korean Center, Inc.	KCI	41,580	2	14	32,699	1,899	3,375	37,973
34	OCT	Renaissance Experience Plus	REP	94,500	3	18	43,232	2,514	4,524	50,270
6	IR	NCOA Individual Referral Pool	IR Pool	22,294		0	0	0	0	0
	Cost Pools	Career Link (Assessment Center)		5,298			0	0	0	0
		Supportive services (Txport., health, etc.)		12,000			0	14,598	0	14,598
		Public Media Center (Employer Outreach)		3,708			0	2,881	0	2,881
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)		16,000			0	16,000	0	16,000
		Administration	ACP	53,598			0	0	41,716	41,716
121	= Total Grant Enrollment		Program Year Budget =	401,221		98	207,610	44,935	63,136	315,681
						%--->	65.8 %	14.2 %	20.0 %	
			Unobligated Balance =	2,429					Deficit =	0

Titles II-A/C 5% Incentive

Grant Funds Available	PY'95
PY'94 Incentive Award Earned	189,919
PY'93 FIFO	44,307
PY'95 Total =	234,226

Grant Funds Available	PY'96
PY'95 Incentive Award Earned	67,438
PY'94 FIFO (Estimated)	2,690
PY'96 Total =	70,128

Enr. Level	Activity	Subcontractor / Budget Item		Final PY'95 Obligations	Enr. Level	<- Obligation by Cost Category -> Dir. Trng.	TR/Supp.	Admin.	Σ Planning Obligation
17	BRE	PHCDC Potrero Hill Community Dev. Corp.	PHCDC	54,037	10	28,154	1,634	2,946	32,734
89	STEP	SFUSD STEP School Year Support	SFUSD-SYS	42,599	0	0	0	0	0
1	STEP	PIC/SFUSD STEP SYS Mentor Tutors	SYS	48,332	1	11,841	0	0	11,841
	Cost Pools	Career Link (Assessment Center)	SFAC	3,340		0	0	0	0
		Children's Council (Providers' costs)	CCSF-P	25,000		0	3,179	0	3,179
		Children's Council (Operating expense)	CCSF-O	5,000		0	460	694	1,154
		Supportive services (Txport., health, etc.)		3,360		0	3,496	0	3,496
		Public Media Center (Employer Outreach)	PMC	2,338		0	2,338	0	2,338
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)		5,000		0	5,000	0	5,000
		Administration		38,677		0	0	10,386	10,386
106	= Total Grant Enrollment		Program Year Budget =	227,683	10	39,995	16,107	14,026	70,128
					%--->	57.0 %	23.0 %	20.0 %	
			Unobligated Balance =	6,543				Unobligated Balance =	0

Title II-C 82% Basic Youth

Grant Funds Available	PY'95
PY'95 Formula Allocation	304,743
CY'95 IIB SYETP Transfer	300,000
PY'94 FIFO	99,728
PY'95 Total =	704,471

Grant Funds Available	PY'96
PY'96 Formula Allocation	309,425
CY'96 IIB SYETP Transfer	0
PY'95 FIFO (Estimated)	71,533
PY'96 Total =	380,958

Enr. Level	Activity	Subcontractor / Budget Item		Σ Planning Obligation	Priority Group	Enr. Level	<- Obligation by Cost Category -> Dir. Trng.	TR/Supp.	Admin.	Σ Planning Obligation
10	IR	Career Resources Dev. Center	CRDC	14,268	1	11	0	12,987	1,284	14,271
0	IR	Chinatown Youth Center /1.	CYC	6,994	2	0	0	0	0	0
2	BRE/IR	San Francisco Educational Services	SFES	21,211	3	0	0	0	0	0
	IR Pool	PIC IR Pool (Training Pgm. Reimbursement)		76,266			33,362	0	337	33,699
24	OCT	Asian Neighborhood Design	AND	87,300	1	24	75,005	4,612	7,683	87,300
7	OCT	Mission Hiring Hall / SOMEC	MHH / SOMEC	19,440	2	8	18,500	532	958	19,990
0	OCT	San Francisco Vocational Services /1.	SFVS	1,246	3	3	8,401	0	485	8,886
0	OCT	Chinatown American Cooks School /1.	CACS	1,585	4	0	0	0	0	0
0	OCT	Youth Guidance Ctr. Imp. Committee /1.	YGCIC	12,018	5	0	0	0	0	0
0	OCT/OJT	Charity Cultural Services Center		1,911		0	0	0	0	
20	OESL	Mission Lang. & Voc. School	MLVS	51,349	1	33	58,053	2,805	5,814	66,672
19	OESL	Community Educational Services	CES	49,196	2	19	42,535	2,256	4,405	49,196
11	OESL	Career Resources Dev. Center	CRDC	38,729	3	0	0	0	0	0
7	OESL	Glide/Vietnamese Youth Dev. Ctr.	VYDC	20,035	4	0	0	0	0	0
6	OJT	Arriba Juntos	AJ	19,465	1	0	0	0	0	0
7	OJT	Chinatown Youth Center	CYC	19,722	2	0	0	0	0	0
21	OJT	OMICA	OMICA	26,538	3	0	0	0	0	0
	OJT Pool	PIC OJT Pool (Employer Reimbursement)		25,580			0	0	0	0
	Cost Pools	Career Link (Assessment Center)	SFAC	0			0	0	0	0
		Children's Council (Providers' costs)	CCSF-P	66,438			0	19,550	0	19,550
		Children's Council (Operating expense)	CCSF-O	11,616			0	3,880	1,069	4,949
		Supportive services (Txport., health, etc.)		20,293			0	10,679	0	10,679
		Public Media Center (Employer Outreach)	PMC	0			0	0	0	0
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)		19,747			0	11,609	0	11,609
		Administration /3.		80,679			0	0	54,157	54,157
134		Program Year Budget =		691,626		98	235,856	68,910	76,192	380,958
						%-->	61.9 %	18.1 %	20.0 %	
		Unobligated Balance =		12,845					Deficit =	0

/1. PY'95 program abruptly terminated in August 1995 due to rescission of grant funds.

Titles II-A/C 8% SECG/GAIN

Grant Funds Available	PY'95
PY'95 Formula Allocation	106,889
PY'95 State Match Allocation	106,889
PY'94 FIFO	0
PY'95 Total =	213,778

Grant Funds Available	PY'96
PY'96 Formula Allocation	94,341
PY'96 State Match Allocation	94,341
PY'95 FIFO	?
PY'96 Total =	188,682

Enr. Level	Activity	Subcontractor / Budget Item		Final PY'95 Obligations	Priority Group	Enr. Level	<- Obligation by Cost Category -> Dir. Trng.	TR/Supp.	Admin.	Σ Planned Obligations
17	BRE/OCT	Arriba Juntos	AJ	65,903	1	17	57,962	2,344	5,597	65,903
23	BRE/OCT	The Family School	TFS	105,562	2	19	78,142	0	7,169	85,311
		Public Media Center (Employer Outreach)		2,573			0	2,200	0	2,200
		Operations (Intake, Certification, Employer Outreach)		12,170			0	10,298	0	10,298
		Administration		28,288			0	0	24,970	24,970
40	= Total Grant Enrollment	Program Year Budget =		214,496		36	136,104	14,842	37,736	188,682
		Deficit =		-718					Deficit =	0

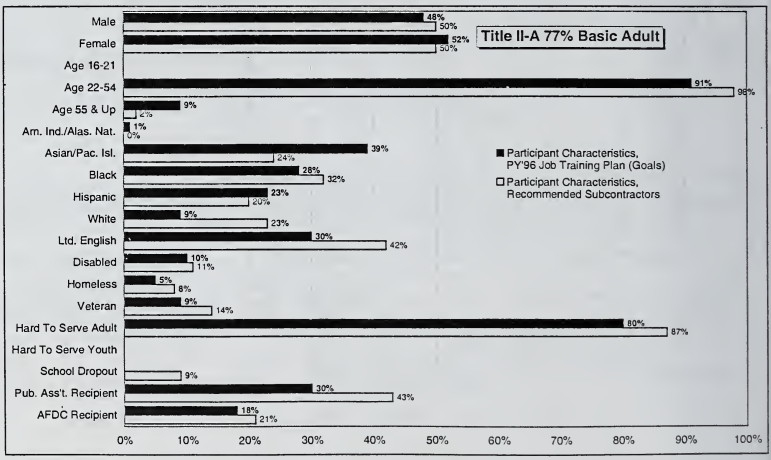
Title III-A 60% Formula Allocation

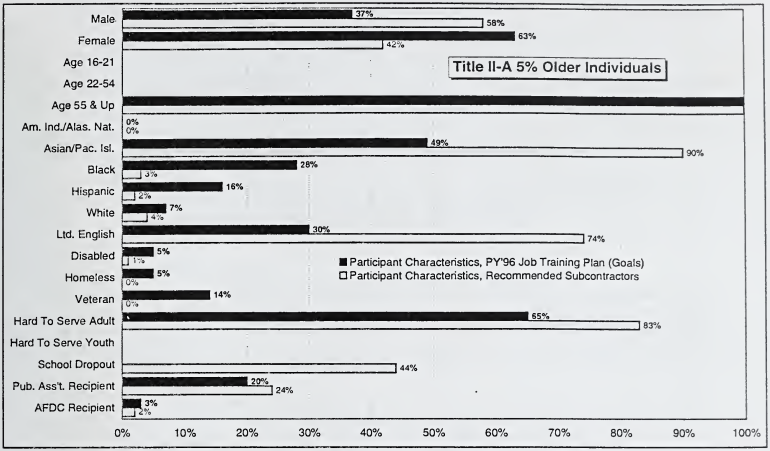
Grant Funds Available	PY'95
PY'95 60% Formula Allocation	2,265,946
PY'94 FIFO	0
PY'95 Total =	2,265,946

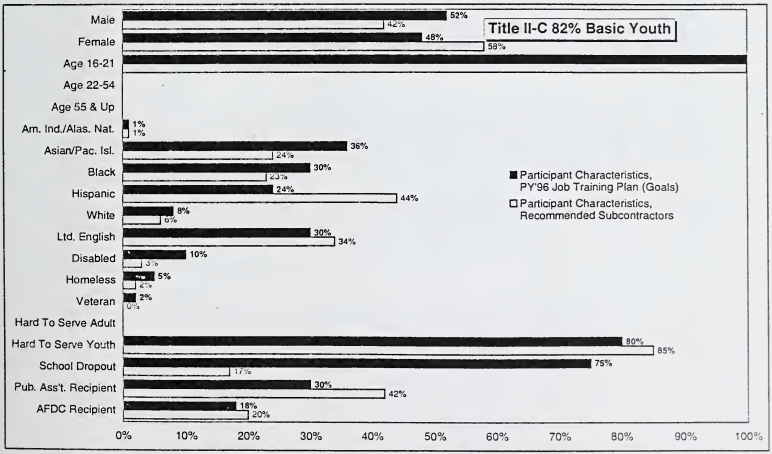
Grant Funds Available	Total
PY'96 60% Formula Allocation	1,711,647
PY'95 FIFO	?
PY'96 Total =	1,711,647

Activity	Subcontractor / Budget Item		Final PY'95 Obligations	Priority Group	Σ Planning Obligation
Homeless	Arriba Juntos	AJ	110,333	1	137,911
	Glide Foundation (including IR Pool)	GLIDE	100,317	2	83,567
	No. Calif. Service League (incl. IR/OJT Pool)	NCSL	46,800	3	42,120
	Goodwill Industries (including IR Pool)	GOODWILL	78,459	4	66,690
	Comm. Housing Partnership (incl. OJT Pool)	CHP	86,567	5	69,247
	Homeless IR/OJT Pools (Training Reimbursement)		255,413		235,500
Individual Referral	IR Setaside. Individually-tailored instruction at local colleges, universities, and vocational training programs, depending on worker needs.		869,565		436,770
	Career Link (Assessment Center)		0		50,000
	Children's Council (Providers' costs)		136,000		109,545
	Children's Council (Operating expense)		27,500		27,386
	Supportive services (Txport., health, etc.)		67,500		51,349
	Public Media Center (Employer Outreach)		0		25,000
	Operations (Intake, Cert., Empl. Outreach)		147,600		119,815
	Administration, PIC and Subcontractors		339,892		256,747
	Program Year Budget =		2,265,946		1,711,647
	Deficit =		0		Deficit = 0

Recommended for Probation =




Title II-A 5% Older Individuals
Male
Female
Age 16-21
Age 22-54
Age 55 & Up
Am. Ind./Alas. Nat.
Asian/Pac. Isl.
Black
Hispanic
White
Ltd. English
Disabled
Homeless
Veteran
Hard To Serve Adult
Hard To Serve Youth
School Dropout
Pub. Ass't. Recipient
AFDC Recipient
37%
58%
63%
42%
100%
0%
0%
49%
90%
28%
3%
16%
2%
7%
4%
30%
74%
5%
1%
5%
0%
14%
0%
65%
83%
44%
20%
24%
3%
2%
Participant Characteristics, PY'96 Job Training Plan (Goals)
Participant Characteristics, Recommended Subcontractors
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


Title II-C 82% Basic Youth
Male
Female
Age 16-21
Age 22-54
Age 55 & Up
Am. Ind./Alas. Nat.
Asian/Pac. Isl.
Black
Hispanic
White
Ltd. English
Disabled
Homeless
Veteran
Hard To Serve Adult
Hard To Serve Youth
School Dropout
Pub. Ass't. Recipient
AFDC Recipient
52%
42%
48%
58%
100%
1%
1%
36%
24%
30%
23%
24%
44%
8%
6%
30%
34%
10%
3%
5%
2%
0%
80%
85%
75%
17%
30%
42%
18%
20%
Participant Characteristics, PY'96 Job Training Plan (Goals)
Participant Characteristics, Recommended Subcontractors
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
THE HONORABLE MAYOR WILLIE L. BROWN, JR.

DATE: JUNE 28, 1996

FROM: BRENT ANDREW, CHAIRMAN OF THE PLANNING COMMITTEE

SUBJECT: HOMELESS EMPLOYMENT COLLABORATIVE: THREE YEAR PROGRAM PLAN AND RECOMMENDED DESIGN FOR REQUEST FOR PROPOSAL.

I. Purpose and Authorization

The purpose of the Homeless Employment Collaborative (HEC) is to "assist homeless people to find and maintain jobs". It is a part of the Supportive Housing Program administered by the Mayor's Office of Community Development (MOCD) and funded by the U.S. Department of Housing and Urban Development (HUD). The Council approved the PIC's involvement as the administrative entity for the Homeless Employment Collaborative at its April 11, 1995 meeting.

The Homeless Employment Collaborative is authorized by the Stewart B. McKinney Homeless Assistance Act of 1987, P.L. 100-77, Title IV, Subtitle C. It is one of nine projects included in the HUD grant based on the program design by the San Francisco's Continuum of Care committee to work on income and employment strategies. The other projects include The Child Care Voucher Program, Legal Services, Integrated Service Teams linked to housing, Safe Haven for Men, The Oak Street House (transitional housing for families), Rafiki House (transitional housing for African Americans with HIV/AIDS and a history of substance abuse), Larkin Street Youth Center (transitional housing for youth) and the Hamilton Family Center (transitional housing).

2. Program Eligibility

The target population for participation in the HEC program is the San Francisco "homeless who live on the streets, in emergency shelters, in transitional or supportive housing or are institutionalized in a prison or in a medical facility but were homeless prior to being institutionalized and who will be homeless after being institutionalized".

3. Funds: The program is funded for three years for $3,000,000; MOCD will receive $142,858 for grant administration; PIC will receive $2,857,142 for program implementation.

4. Committee Recommendations

Program Goals:

	Year 1	Year 2	Year 3	Total
Enrollments	390	430	480	1300
Placements	148	172	202	522
Other Positive Terminations	86	108	134	328
Overall Positive Terminations*	60%	65%	70%	65%

* The HUD Grant proposed that positive outcomes would increase by at least 5% between years one and three.

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

Client Characteristics (3 year projections):

Youth (16-21) - 10%	Male - 60%
Single Adults under 55 - 65%	Female - 40%
Single Adults over 55 - 5%	Disabled - 35%
Parents with Children -20%	Recovering from addiction - 70%

Request for Proposals: There are two agencies in San Francisco that were written into the City's proposal to HUD - Central City Hospitality House (CCHH) to provide employment and training services to homeless youth and Episcopal Community Services (ECS) to provide basic remedial education to the homeless. Proposals will be solicited from San Francisco agencies who serve the homeless to provide job training and placement services to homeless adults. Training technologies for this solicitation will include:

Occupational Classroom Training (OCT)
Occupational Classroom Training integrated with English-as-a Second Language Training (OCT/ESL)
Occupational Classroom Training integrated with Basic Remedial Education (OCT/BRE)
On-the-Job Training Brokerage Service (OJT)
Individual Referral Brokerage Service (IR)
Job Search/Job Prep Services, Direct Placement (DP)
Any "creative" combination of the above

Types of Agreements: "Fixed Unit Price Performance - Based" subcontracts for a twelve month period will be negotiated. The basis for payments will be enrollments, completion of training, placements and other positive terminations. Subcontracts may be renegotiated and or renewed for each of the two subsequent years upon agreement between authorized representatives of the individual subcontractors and the PIC provided satisfactory performance is achieved by the subcontractor.

Program Three Year Budget:

FUNDS AVAILABLE	YEAR 1	YEAR 2	YEAR 3	TOTAL
Supportive Housing Program	1,000,000	1,000,000	1,000,000	3,000,000
Less Mayor's Office Community Dev. Administration	-47,619	-47,619	-47,620	-142,858
Total to be paid with HEC funds =	952,381	952,381	952,380	2,857,142
NON-COMPETITIVE	YEAR 1	YEAR 2	YEAR 3	TOTAL
Central City Hospitality House (Youth Training, Stipends)	83,333	83,333	83,334	250,000
Episcopal Community Services (Basic Ed.)	116,666	116,667	116,667	350,000
Career Link (City College of San Francisco)	6,666	6,667	6,667	20,000
PIC, Inc. Operations	105,000	105,000	105,000	315,000
Staff Training / Development Pool	15,000	15,000	15,000	45,000
Supportive Services	83,333	83,333	83,334	250,000
Subtotal Non-competitive =	409,998	410,000	410,002	1,230,000
COMPETITIVE (RFP)	YEAR 1	YEAR 2	YEAR 3	TOTAL
Subtotal Competitive =	542,383	542,381	542,378	1,627,142

5. Tentative Calendar

Planning Committee public hearing and review of staff recommendations for Plan and RFP design	June 28, 1996
Private Industry Council review and approval of Planning Committee recommendations	July 9, 1996
Bidders Conferences and distribution of RFP	July 17, 1996
CCHH and ECS programs begin	August 1, 1996
Proposals Due Date	August 9, 1996
Planning Committee public hearing and review of staff recommendations	August 28, 1996
Private Industry Council and Mayor review and approve Planning Committee recommendations	September 10, 1996
Contract negotiations begin	September 16, 1996
Remaining HEC Programs start	October 1, 1996

Because the Committee did not achieve a quorum on June 28, these recommendations are advisory only. You will be asked to take action on these recommendations at your meeting of July 9.

cc: PIC Staff
Emilio Cruz
Andy Olshin
Marc Trotz
Ed DeBerri
PIC Subcontractors

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
July 9, 1996

Members present: Chairman Gary Fitschen, Mr. Brent Andrew, Mr. John Cammidge, Ms. Mary Edington, Mr. Thomas Evans, Mr. Jack Fitzpatrick, Mr. Fred Jordan, Mrs. Leslie Luttgens, Mr. Michael Mee, Mr. Maurice Lim Miller, Mr. Fairfax Randolph, Mr. Billy Ray, Mr. Kent Sims, Ms. Barbara Thompson and Mr. Craig Wolfson

Staff present: President Steve Arcelona, Mr. Robert Blanchard, Ms. Brenda Brown, Ms. Joyce Crum, Mr. Wes Dixon, Ms. Karen Hart, Mr. Ray Holland, Mr. Jim Kennedy, Mr. Ken Kong, Mr. Greg Marutani, Mr. Glen Nethercut, Mr. Sululagi Palega and Ms. Clara Wong

Public present: Mr. Ricardo Alva, Ms. Joyce Armstrong, Ms. Po Yee Au, Ms. Betty Baham, Ms. Julie Bayley, Ms. Lisa Chan, Dr. Youn Sha Chey, Ms. Joyce Cho, Mr. Craig King, Ms. Delfina Geiken, Mr. David Gesek, Ms. Karen Greenspan, Mr. Verlaine Hawkins, Mr. Bridgette Lery, Ms. Natalie Lopes, Mr. George Lopez, Mr. Sammy Louie, Mr. Ernie Lynch, Mr. Michael Nolan, Ms. Jennifer Norris, Ms. Elizabeth O'Malley, Mr. Daren Ow-Wing, Ms. Michelle Pierce, Dr. Mojdeh Rezaee, Ms. Zelda Saeli, Ms. Carla Valle-Schwenk, Ms. Abby Snay, Mr. Matthew Thomas, Mr. Carlos Ver and Ms. Carole Watson

The meeting began at 3:05 without a quorum, and action items were postponed.

Public testimony on agenda items

There was no public testimony on agenda items.

Chairman's report

Post Economic Summit Group

The Post Economic Summit Group meet June 22 to follow-up on issues raised during the Council's special June 4 meeting. Mr. Fitschen and Mr. Arcelona attended the meeting, along with Council members Mr. Andrew and Mr. Sims and Mr. Craig King of San Francisco Vocational Services, Ms. Georgiana Hernandez of Arriba Juntos and Ms. Maria Olivares of Swords to Plowshares. Mr. Fitschen reported that the discussion was both "lively and very beneficial", and ended up focusing on the need for a "more aggressive effort" by the PIC in promoting dialog between employers with training providers. The Group meets again this Friday.

Mr. Fitschen welcomed to the meeting Ms. Priscilla Watts, acting director of the Mayor's Office of Community Development, and the new co-chairs of the Committee of Contracting Agencies Tony Lugo of Arriba Juntos and Maria Olivares.

Mr. Jordan arrived at the meeting.

Committee reports

Nominating Committee

In a widely-distributed June 11 memorandum, the Nominating Committee solicited nominations to fill the Council's community based organization vacancy, Mr. Marutani reported. The Nominating Committee will soon submit to the Mayor its recommendations for both this and a private sector opening.

Mr. Miller, Mr. Wald and Mr. Wolfson arrived at the meeting, and a quorum was achieved.

Forum
Mayor Willie L. Brown, Jr. spoke enthusiastically in support of providing employment opportunities to San Francisco's youth, noting that a job is the best way to provide young people with a stake in the system. Mayor Brown said he held his first job at age 10, and has worked ever since. That experience was about more than wages, he noted, and from it he gained both confidence and and sense of discipline.

Citing the recent success of the Say YES (Youth Employment this Summer) campaign, which raised funds from the private and public sector to make up for the 25% cut in this year's federal Summer Youth Employment and Training Program, Mayor Brown proceeded to endorse the idea of a year-round youth employment program. He discussed his TURF program, which places neighborhood youth on troubled Muni lines, and noted how enthusiastic the participants of this program have been. Mayor Brown suggested expanding these efforts to playgrounds, parks and other areas of the City. Unions are cooperating, he noted.

Finally, Mayor Brown stressed to Council members, with their experience in the private sector, and to PIC staff and subcontractors, that every job training program should be designed to lead to an actual job, giving trainees "a place at the end of the rainbow".

Mr. Fitschen thanked the Mayor.

He then welcomed Mr. Wald, executive director of the San Francisco Department of Human Services (formerly Department of Social Services) and the Council's newest member appointed by the Mayor.

Mr. Randolph arrived at the meeting.

Adoption of the agenda

A motion to approve the agenda as submitted was made by Ms. Thompson, seconded by Mr. Wolfson and unanimously adopted.

Approval of minutes

A motion made to approve the minutes as submitted for the Council's May 7 meeting was seconded by Mr. Andrew, and unanimously approved.

Committee reports cont.

Jobs For Youth
Mr. Wolfson reported that the Say YES campaign, led by the Mayor and Supervisor Michael Yaki, and, from the private sector, Mr. Larry Stupski of Charles Schwab & Co., Mr. Rich Gunn of the Small Business Network, and Mr. Elliot Hoffman of Just Desserts, raised $350,000, three-quarters of it from local companies, including $92,000 from companies represented on the Council: AirTouch Communications, Bank of America, Chevron Corporation, P.G. & E. and Wells Fargo Bank.

Last month, JFY placed 203 youth in jobs, up from 188 in June of last year. For the year to date there have been 578 placements, slightly down from 1995's 590 hires.

Planning Committee
Mr. Andrew asked the Council to approve the recommendations of the Planning Committee, as outlined in his June 28 memorandum. Council members were reminded to review and sign conflict of interest forms before voting.

A motion to approve the Committee's recommendations for completing the Job Training Partnership Act Titles II and III subparts of the Program Year 1996 Job Training Plan was made by Mr. Sims, seconded by Ms. Thompson, and approved by the Council, with Ms. Edington, Mr. Jordan and Mr. Miller abstaining.

Mr. Andrew proceeded to his second memorandum, also dated June 28, regarding the Homeless Employment Collaborative's three year program plan and recommended design for Request for Proposal. Ms. Thompson objected to the client characteristic on page 2 for single adults over 55 which, at a 5% participation rate, she believed was too low. Mr. Andrew observed this was merely a projection of the likely percentage of older individual participation in the program, based upon the demographics of individuals currently enrolled in homeless programs. Mr. Arcelona said he understood that Ms. Thompson wished to see an effort to recruit older individuals.

Mr. Sims made a motion to modify the recommendations by recognizing that the United States includes an increasingly aging population and encouraging that the HEC make every effort to reach these individuals. The motion was seconded by Ms. Thompson and approved unanimously.

A second motion to adopt the Committee's recommendations for the HEC as amended was made by Mr. Wolfson, seconded by Mr. Randolph and unanimously approved.

Mr. Evans left the meeting.

Refugee Committee

Mr. Fitzpatrick reviewed his June 28 memorandum outlining the Refugee Committee's recommendations for the draft Refugee County Plan and Request for Proposal. Due to a change in allocation formulas, San Francisco will receive 86% more in Refugee funds this year, he said.

In response to a question from the Council, Mr. Sims noted that approximately 90,000 refugees are admitted to the United States annually, and that those the United Nations defines as refugees does not include all the individuals who might common-sensically be considered eligible for that status. Mr. Wald noted that while immigrants to the U.S. are generally assumed to be financially self-sufficient and therefore not requiring government assistance, refugees, on the other hand, are thought to lack such financial independence. And while the federal government decides which refugees to allow into the country, he added, they allocate too little money to serve this population, leaving state and local government to make up the difference.

A motion to approve the Committee's recommendations was made by Mr. Jordan, seconded by Ms. Thompson and unanimously approved by the Council.

President's report

Summer youth programs

Mr. Arcelona noted that approximately 3,750 young San Franciscans will be working this summer because of SYETP, Jobs For Youth, Say YES, MOCD, the Childrens' Fund, and other youth employment programs in which the PIC is participating. This includes $561,000 for the Housing Authority Summer Youth Program which is hiring youth residing in public housing. Noting how little lead time this year's SYETP had due to late funding by Congress, Mr. Arcelona praised the efforts of Brenda Brown, the summer staff and its subcontractors.

Corrective actions

The PIC was faulted in two areas in a recent audit of its activities by the Compliance Review Division of the Employment Development Department, Mr. Arcelona said. The first concerned the purchase of office supplies with a value of less than $500, and the PIC was instructed to document its procedures for ensuring that it is buying such items from lowest-cost vendors. The second and

more significant item questioned how the PIC develops its Youth Employment Competencies. YECs define successful termination of participants from a PIC program, and include employment or any number of specific career-enhancing progressions such as a return to school and improvement in test scores. EDD is insisting that PIC's YECs focus upon employment and disregard other needs of its youth participants. PIC staff are currently negotiating with the state.

Rockefeller Foundation initiative
Representatives from local foundations, community based organizations, educational institutions, local agencies and other organizations from around the Bay Area met this morning with Julia Lopez of the Rockefeller Foundation to discuss welfare-to-work, school-to-work and other employment initiatives. No money was committed during the meeting, Mr. Arcelona said, but a challenge was issued on reforming welfare, employment training, etc. The Foundation is focusing explicitly on outcomes: do participants get a job and keep working?

Washington, D.C. meeting
During his trip last week to Washington, D.C., Mr. Arcelona said he and others from around the country met with the undersecretaries of the departments of Housing and Urban Development, Labor and of Health and Human Services to discuss employment and housing. The focus here, too, he said, was on employment outcomes.

Public testimony on non-agenda items
There was no public testimony on non-agenda items.

The meeting was adjourned at 4:25 P.M.

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

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MEMORANDUM

TO: ALL COUNCIL MEMBERS **DATE:** AUGUST 16, 1996

FROM: STEVE ARCELONA

SUBJECT: STATUSES OF WAIVERS OF A PROVISION OF THE *JOB TRAINING PARTNERSHIP ACT* AND OF A PROVISION OF ITS REGULATIONS REQUESTED ON MAY 31ST

On May 31st, we asked the State's Employment Development Department to consider, on behalf of the Governor, adopting the following requests for forwarding to the Secretary of Labor:

- waive subsection 264 (d)(3)(C)(i)(I) of the *Job Training Partnership Act* [29 U.S.C. § 1644 (d)(3)(C)(i)(I)] which requires that the minimum subsidized hourly wage for all on-the-job training opportunities for eligible youths between 16 and 21 years of age equal or exceed the average starting hourly wage for all placements of eligible adults in unsubsidized employment recorded in the immediately preceding program year in each service delivery area; and

- waive that provision of the "Standardized Program Information Reporting" (SPIR) instructions required under section 165 (a) of the Act [29 U.S.C. § 1576 (a)] and authorized under its rules and regulations [at 20 C.F.R. § 627.455 (a)] which requires that, without exception, all participants shall be terminated within ninety days of having completed their training or retraining programs.

On August 8th, the Director of the EDD, acting on behalf of the Governor, adopted the first request to waive the provision of the statute specified earlier and forwarded both requests to the Secretary of Labor.

Under the procedures adopted for considering governors' requested waivers of provisions of the regulations, the Secretary's approvals or disapprovals should be rendered within 45 days (or on or before September 23rd).

Please let the PIC's Legal Counsel, Raymond Holland, know if any additional information is needed. As soon as we are notified that the Secretary has responded to the Governor's requests, we will endeavor to let you know.

cc: Mayor's and PIC Staffs
All PIC Subcontractors
Selected SDA Administrators and WJTPA

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PRIVATE INDUSTRY COUNCIL
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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Wednesday, July 3rd

DATE:	Tuesday, September 10, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between Fourth & Fifth streets)

Agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

Issued August 30, 1996

If you require special accommodation due to a disability, please call Roberta Fazande at 931-7460 or TDD 749-3117 at least 72 hours in advance

Know your rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and Country exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force at 415/554-6075.

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Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of September 10, 1996

1. Public testimony on agenda items * *

2. Adoption of agenda *

3. Approval of minutes
For the Council's July 9 meeting (enclosed) *

4. Chairman's report

5. Forum
Self-Sufficiency Project — Maurice Lim Miller, Executive Director, Asian Neighborhood Design (materials enclosed)

6. Committee reports
a. Jobs For Youth — Craig Wolfson
b. Nominating Committee (materials enclosed) — Steve Coulter
c. Planning Committee (materials enclosed) — Brent Andrew
   1. Recommendations for funding of Homeless Employment Collaborative *
   2. Recommendations for Adult & Youth Employment Competencies (AECs & YECs) *
d. Refugee Committee (materials enclosed) — Jack Fitzpatrick *

7. Staff reports
a. Status of waivers of requested provisions of the Job Training Partnership Act & its regulation (materials enclosed) — Ray Holland
b. Status of the application for a Federal grant to serve out-of-school youths residing in San Francisco's Enterprise Community (materials enclosed) — Ray Holland
c. State application for a One-Stop Career Center System Federal grant (materials enclosed) — Ray Holland *

8. President's report
a. Summer programs & worksite visits
b. Post Economic Summit Group
c. State-Approved Local Training (SALT) 1996 year-end report
d. Audit

9. Public testimony on non-agenda items * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.
MEMORANDUM

TO: COUNCIL MEMBERS
HONORABLE WILLIE L.BROWN, JR.

DATE: AUGUST 27, 1996

FROM: STEVE COULTER, ACTING CHAIRMAN
NOMINATING COMMITTEE

SUBJECT: RECOMMENDATIONS OF PRIVATE SECTOR NOMINEES TO FILL TWO VACANCIES.

The Nominating Committee convened on August 26, 1996 to provide the Council with the names of three individuals to be forwarded by the Council to the Mayor to fill two private sector vacancies on the Council. As prescribed in the bylaws, for the private sector members, "*the number of nominations made will be at least one hundred fifty percent of the number of appointments to be made.*" [Section 6.4.a] The candidates are:

Daniel Grossman, Co-Founder and Owner of Wild Planet Toys
Mr. Grossman is being recommended because of his expressed interest earlier this year in serving on the Council. He is presently an active member on the Planning Committee.

Carol Piasente, VP Communications & Community Relations, S.F. Chamber of Commerce
Ms. Piasente is being recommended by Mr. Rhea Serpan, Executive Director of the S.F. Chamber of Commerce to replace Mr. Paul Gormsen who represented the Chamber until his resignation from the Council.

Linda Wisner, Area Manager, Kelly Services
Ms. Wisner is being recommended because of her expressed interest earlier this year in serving on the Council. She is presently a member of the Planning Committee. Ms. Wisner has served on the Richmond Private Industry Council.

If you have any questions, or would like more information on the nominees, please contact Greg Marutani, Secretary to the Council at (415) 931-7460.

This item will require action by the Council at the September 10, 1996 meeting.

cc: Marianne Conorroe, Mayor's Office
Nominees

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
THE HONORABLE MAYOR WILLIE L. BROWN, JR.

DATE: AUGUST 28, 1996

FROM: FAIRFAX RANDOLPH, ACTING CHAIRMAN OF THE PLANNING COMMITTEE

SUBJECT: RECOMMENDATIONS FOR THE FISCAL YEAR 1996 HOMELESS EMPLOYMENT COLLABORATIVE, FIXED UNIT PRICE, SUBCONTRACTS (OCTOBER 1, 1996 - SEPTEMBER 30, 1997)

At the July 9, 1996 Private Industry Council meeting you approved the Planning Committee recommendations for an overall design for a Request for Proposal (RFP) for the Fiscal Year 1996 (FY '96) Homeless Employment Collaborative.

On July 17, 1996, a bidders' conference was held. There were twenty-seven (27) organizations represented at the conference. In addition thirty-three (33) other organizations requested RFP packages by mail.

On August 9, 1996, the PIC received sixteen (16) proposals in response to the RFP. The available funds in the RFP were $542,383. The total amount requested by the sixteen (16) proponents was $1,141,044.

PIC staff, with the help of outside readers, read, evaluated, and scored the proposals and presented their recommendations to the Planning Committee on August 28, 1996. This memorandum represents the Planning Committee's recommendations for funding for the FY '96 programs that are scheduled to start on October 1, 1996.

During the Planning Committee meeting, there was concern voiced by both the committee members and members of the public about the need to provide follow-up services to homeless people after they are placed and about the need for the Homeless Employment Collaborative to evaluate subcontractors on the basis of the retention of participants on the job after placement.

The staff indicated that the RFP requested proponents to address in their proposals their plans to provide follow-up services for participants after employment. Proposed plans for follow-up services were one of the criteria used for evaluating the proposals.

In addition, the staff explained that in the execution of the subcontracts the proponents will be required to provide follow-up reports on retention after 90 days for all their placements and they will be verified by the PIC staff. The result will be that we will have detailed information on the length of employment for all placements by each subcontractor.

Table I presents the proponents and the Planning Committee's Recommendations for funding. All subcontracts will be fixed price performance based contracts.

Table II presents the recommended proponents proposed Performance and Client Characteristics Goals compared to the first year planned Performance and Client Characteristics Goals as delineated in the Three Year Program Plan for the Homeless Employment Collaborative.

Attachments
Proponents PIC Staff Andy Olshin

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

TABLE 1

RANKED BY TOTAL POINTS

#	PROPONENT	ACTIVITY	SCORE	REQUESTED $	RECOM. $	UNIT PRICE	ENROLL	PLACE.	OPT
9	Community Housing Partnership	JSS/DP	85	$96,442	$96,442	$1,439	75	55	12
16	Goodwill Industries	OCT	85	$40,635	$40,635	$2,709	21	11	4
11	San Francisco Vocational Services	OCT/BRE	85	$38,037	$38,037	$3,107	20	8	4
15	Arriba Juntos	OCT/BRE	84	$81,000	$81,000	$2,793	36	22	7
10	Jewish Vocational Service	JSS/DP	82	$75,150	$75,150	$1,565	60	39	9
4	Northern California Service League	JSS/DP	80	$52,500	$52,500	$1,500	50	28	7
1	Toolworks, Inc.	OJT	80	$42,000	$42,000	$3,500	15	11	1
12	Swords to Plowshares	OJT	79	$90,750	$82,500	$2,750	45	30	0
8	Walden House, Inc.	OCT/BRE	75	$92,203	$0	$1,085	NA	NA	NA
5	Catholic Charities	JSS/DP	72	$125,000	$0	$1,041	NA	NA	NA
3	Mission Hiring Hall/SOMEC	OCT	69	$46,500	$0	$3,100	NA	NA	NA
14	Center for Employment Training	OCT	68	$77,775	$0	$5,983	NA	NA	NA
13	Haight Ashbury Food Program	OCT	67	$22,000	$0	$1,000	NA	NA	NA
6	Glide Foundation	JSS/DP	60	$87,477	$0	$3,240	NA	NA	NA
7	Careers Abound, Inc.	JSS/DP	60	$100,450	$0	$1,025	NA	NA	NA
2	Fresh Start Farms	OJT	60	$73,125	$0	$4,875	NA	NA	NA
	TOTAL			$1,141,044	$508,264		322	204	44
	OJT Setaside				$34,119				
	GRAND TOTAL				$542,383				

TABLE 2

HOMELESS EMPLOYMENT COLLABORATIVE
FY 96

Program Performance Plan		* Recommended Proponents' Proposed Goals
Enrollments	390	432
Placements	148	208
Other Positive Terminations	86	89
Positive Termination Rate	60%	69%

Planned Client Characteristics		* Recommended Proponents' Proposed Subcontract Client Characteristics	
Male	60%		57.0%
Female	40%		43.0%
Youth	10%		9.0%
Single Adults, 18-54	65%		61.0%
Single Adults, 55+	5%		4.0%
Parents with Children	20%		26.0%
Recovering from Addiction	70%		59.0%
Disabled	35%		24.0%
Veterans	NA		24.0%
Race/Ethnicity	NA	African American	44.0%
		American Indian/Alaskan Native	2.0%
		Asian/Pacific Islanders	3.5%
		Hispanic/Latino	17.0%
		White	30.0%
		Others	3.5%

* These figures include proposed numbers from Central City Hospitality House and Episcopal Community Services

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: ALL COUNCIL MEMBERS
HONORABLE MAYOR WILLIE L. BROWN, JR.

DATE: AUGUST 28, 1996

FROM: FAIRFAX RANDOLPH, ACTING CHAIRMAN, PLANNING COMMITTEE

SUBJECT: JOB TRAINING PARTNERSHIP ACT (JTPA) ADULT AND YOUTH EMPLOYMENT COMPETENCIES

The members of the Planning Committee reviewed and is recommending the full Council approve the Adult Employment Competencies (AECs) and Youth Employment Competencies (YECs) for Program Year 1996 JTPA subcontractors (material attached).

AECs and YECs are positive participant termination categories for which subcontractors can receive credit for positive outcomes. The Department of Labor Performance Standards for which the PIC's overall performance is measured are determined by a combination of job placements and competencies met. Adult Employment Competencies (AECs) consist of two general skill areas: basic education skills (which include both math and English) or job specific skills. Adults must attain proficiency in at least one of the two skill areas to qualify for an AEC.

Youth Employment Competencies (YECs) consist of three general skill areas: basic educational skills (which include both math and English), job specific sells, and pre-employment work maturity skills. Youths must attain proficiency in two of the three skill areas to qualify for a YEC.

In accordance with federal requirements, the Private Industry Council must approve AECs and YECs in order for the PIC to issue credit to subcontractors. The Competencies shown on the attached pages are recognized in the subcontracts for the period beginning July 1. Furthermore, the achievements of AECs and YECs are utilized in the overall statistical reporting of the JTPA program outcomes to the State Job Training Partnership Division.

PIC staff reminded the Committee that individual programs target differing jobs with differing requirements, and have very different lengths of training. Not all participants are being prepared for any single level of competence.

Attachment

cc: PIC staff
PIC subcontractors
Scott Winkler, JTPD

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

RECOMMENDED ADULT AND YOUTH EMPLOYMENT COMPETENCIES

Summary of PY'96 PIC JTPA Subcontracts which include AECs and YECs

5% Older Worker Programs	AECs	YECs
Korean Center, Inc.	x	
Renaissance Experience Plus	x	
Self Help for the Elderly	x	

8% State Coordination Grants	AECs	YECs
Arriba Juntos	x	
Asian Neighborhood Design		x
Jewish Vocational Service		x
The Family School	x	x

77% Basic Training Programs for Disadvantaged Adults	AECs	YECs
Arriba Juntos	x	
Asian Neighborhood Design	x	
Bay Area Urban League	x	
Career Resources Development Center	x	
Center for Employment Training	x	
Chinatown American Cooks School	x	
City College of S.F./John Adams Campus	x	
Jewish Vocational Service	x	
Korean Center, Inc.	x	
Mission Hiring Hall/SOMEC	x	
Mission Language and Vocational School	x	
Northern California Service League	x	
Oceanview/Merced/Ingleside Community Association	x	
San Francisco Vocational Services	x	
Swords to Plowshares	x	
Third Baptist Church	x	

82% Basic Training Programs for Disadvantaged Youths	AECs	YECs
Asian Neighborhood Design		x
Community Educational Services		x
Mission Hiring Hall/SOMEC		x
Mission Language and Vocational School		x

5% Joseph H. Bailey	AECs	YECs
Potrero Hill Community Development Corporation	x	x

OLDER WORKERS ADULT COMPETENCIES - 5%

Korean Center INC. - OESL

Entry Requirements

1. Job Specific Skills
   no sales or service occupation skills as measured by a maximum of 20% on the KCI Sales and Service Skills Test, or no typing skills as determined by the KCI developed typing test

Exit Requirements

1. Job Specific Skills
   a. passed the KCI Sales and Service Skills Test with a minimum score of 50% or an improvement of at least 50% over the entry-level score, whichever is greater, or

   b. improved at least 25 wpm in typing as determined by the KCI typing test,

Self Help for the Elderly - OESL

Entry Requirements

1. Basic Educational Skills:
   Limited English speaking as determined by a maximum score of 40% on the SHE developed ESL pre-program test, and

2. Job Specific Skills
   Limited o housekeeping skills training and experience as determined by a maximum score of 40% on the SHE -developed housekeeping skills test.

Exit Requirements

1. Job Specific Skills
   passed the SHE-developed housekeeping skills' post-program test with minimum 70% score in both Parts A and B., and

2. Basic Educational Skills:
   passed the SHE-developed ESL post-program test with a minimum 70% score.

Renaissance Experience Plus - OCT

Entry Requirements

1. Job Specific Skills
   score a maximum of 50 points on the Renaissance Experience Plus developed exam for clerical, sales or service occupations

Exit Requirements

1. Job Specific Skills
   They have passed the Renaissance Experience Plus developed Final Exam for clerical, service or sales occupations with a minimum score of 70 points.

ADULT EMPLOYMENT COMPETENCIES - 77%

Arriba Juntos - OJT

Exit Requirements

The OJT trainee must complete a minimum of 50% of the OJT hours for AEC attainments.

Asian Neighborhood Design (77% & 8%)

Entry Requirements

1. Job Specific Skills
   score a maximum of 50% on the AND developed General Woodworking Test.

Exit Requirements

1. Job Specific Skills
   Participants must satisfactorily complete two competency-based hands-on projects as certified by the instructor and must also achieve the required exit-test scores on the AND General Woodworking Test as determined by their individual entry-test scores:

Woodworking Entry	Woodworking Exit	Minimum Increase
0%	50%	50%
10%	60%	50%
20%	70%	50%
30%	70%	40%
40%	70%	30%
50%	80%	30%

Bay Area Urban League - OJT

Exit Requirements

1. Job Specific Skills
   The OJT trainee must complete a minimum of 50% of the OJT hours for AEC attainments.

Bay Area Urban League - IR

Exit Requirements

1. Job Specific Skills
   The participants must receive a minimum of one half of the total planned hours of training for AEC attainments.

Chinatown American Cooks School - OESL

Entry Requirements

1. Job Specific Skills
   maximum score of 40% on the Chinatown American Cooks School Culinary exam.

Exit Requirements

1. Job Specific Skills
   passed the Chinatown American Cooks Culinary exam with a score of 50 percentage points above their entry scores.

Career Resources Development Center- OESL

Entry Requirements

1. Job Specific Skills
   a. Maximum typing speed 40 wpm,

   b. Maximum Word Perfect score 40%, and

   c. Maximum Medical terminology test score 40% (Medical class only).

Exit Requirements

1. Job Specific Skills

   a. a minimum increase of 20 wpm on a standardized typing test,

   b. demonstrated ability to produce type written, error-free copy in standard letter, memo, and report format (as per instructor evaluation),

   c. demonstrated ability (as per instructor evaluation) to perform basic computer workstation operator functions and some system operator functions, e.g., printer operations, initial program load and diskette handling,

   d. demonstrated knowledge of PCs (per instructor evaluation),

e. a minimum score of 70% on the Word Perfect test, and

f. a minimum score of 70% on medical terminology test (Medical /Clerical only).

Career Resources Development Center - IR

Exit Requirements

The participants must receive a minimum of one half of the total planned hours of training for AEC attainments

City College OCT

Entry Requirements (For CCSF screening only)

1 Basic Educational Skills

a. minimum 9th grade reading level as determined by the Wide Range Achievement Test (WRAT) or the Test of Adult Basic Education (TABE), and 9th grade language level as determined by the ABE,

b. minimum 9th grade math level (as determined by the TABE) for the accounting track,

2. .Job Specific Skills

a. minimum typing ability of 30 wpm (as determined by the CCSF-JAC developed typing test) for the clerical (word processing) track,

b. minimum typing ability of 25 wpm (as determined by the CCSF-JAC developed typing test) for the microcomputer business application track.

Exit Requirements

1. Job Specific Skills

a. Clerical/Word Processing participants

i. will have achieved minimum scores of 80% on the CCSF-JAC Business English exam and on the Computer Applications-Introduction course exam, and the word processing-advanced exam, and

ii. will have completed 100% of all course requirement for Effective Business Communication, Job Preparation, and Office Technology as indicated by student performance checklist.

b. Computerized Accounting participants

i. will have achieved a minimum score of 80% on the CCSF-JAC Business English exam, the Computer Applications-Introduction course exam, and the spreadsheets-intermediate course exam , and

ii. will have completed 100% of all course requirements for Effective Business Communication ,and Job Preparation as indicated by student performance checklists.

c. Microcomputer Business Applications participants

i. will have achieved minimum scores of 80% on the CCSF-JAC Business English exam, the Computer application-Introduction course exam, and the three microcomputer business application course exam(one at the advanced level, one at the intermediate level, and one at the beginning level), and

ii. will have completed 100% of all course requirements for Effective Business Communication, and Job Preparation as indicated by student performance checklists.

Center for Employment Training

Entry Requirements

1. Job Specific Skills
   a. maximum score of 40% on a building maintenance pre-test.

Exit Requirements

1 Job Specific Skills
   a. minimum score of 70% on building maintenance core competency tests, which will be documented on the core competency record.

Jewish Vocational Services - OJT

Exit Requirements

The OJT trainee must complete a minimum of 50% of the OJT hours for AEC attainments.

Jewish Vocational Services - IR

Exit Requirements

The participants must receive a minimum of one half of the total planned hours of training for AEC attainments.

Jewish Vocation Services - 8%

Entry Requirements

1. Job Specific Skill
   must have a RN degree from the former Soviet Union ,

Exit Requirements

1. Job Specific Skill
   achieve a passing score on the City College exam and certification as a California State Certificated Licensed Vocational Nurse.

Korean Center - OESL

Entry Requirements

1. Basic Education Skills
   a. Maximum ESL score of 400 for limited English participants as measured by the Structured Test of English Language ,

   b. Maximum 9th grade reading (for English proficient participants) and math level , as determined by the Test of Adult Basic Education (TABE), level E, M or D,

2. Job Specific Skills
   a. maximum score of 50% on an KCI developed Word Processing Competency Test.

Exit Requirements

1. Basic Educational Skills
   a. for limited English speaking participants, increase one ESL level or for fluent English speakers, increase one full grade level in reading as determined by the TABE and as certified by an instructor, and

   b. increase one full grade level in math as determined by the TABE and as certified by an instructor, or

2. Job Specific Skills
   a. improved at least 30 wpm in typing as determined by the KCI typing test, and

   b. passed the Word Processing Competency Test with a minimum score of 70%

Mission Hiring Hall

Entry Requirements

1. Job Specific Skills
   Maximum score of 40% on the Press Operation test and

Exit Requirements

1. Job Specific Skills
   have passed the CCSF Press Operation test with minimum score of 75% or an improvement of at least 50 percentage points from the entry scores, whichever is greater.

Mission Language and Vocational School

COMPETENCY	BENCHMARK	MEANS OF MEASUREMENT
Basic Education Skills: No minimum	Minimum attainment of ESL 400 for VESL I, II and one grade level improvement for all other components	EPT (English Placement Test) or TABE (Test of Adult Basic Education)
	Minimum math improvement of one full grade level	Test of Adult Basic Education (TABE)
Job Specific Skills: No minimum	Knowledge of keyboard by touch; 20 words per minute net increase, 60 spm on the 10 key calculator, alpha/ numerical filing in 5 minutes	5-minute typing test (Southwestern Publishing) MLVS - developed test MLVS - developed test

Northern California Service League

Exit Requirement

Job Specific Skills

The OJT trainee must complete a minimum of 50% of the OJT hours for AEC attainments.

Oceanview, Merged, Ingleside Community Association

Exit Requirement

1. Job Specific Skills
   The OJT trainee must complete a minimum of 50% of the OJT hours for AEC attainments.

San Francisco Vocational Services - OJT

Exit Requirement

1. Job Specific Skills
   The OJT trainee must complete a minimum of 50% of the OJT hours for AEC attainments.

San Francisco Vocational Services - OCT

Entry Requirements

1. Job Specific Skills: depending on the training course:

   a. Secretarial/Word Processing - able to type at least 45 wpm and score a minimum composite of 400 points on the following SFVS developed course exams: Business English, Business Arithmetic, Business Correspondence, Business Simulations, Filing, Lotus 1, 2, 3, Record Keeping, and Word Processing.

   b. General Office Assistant - able to type at least 30 wpm and score a minimum composite of 165 points on the following SFVS-developed course exams: Business English, Business Arithmetic, Business Correspondence, Filing, Record Keeping, and Word Processing.

c. Medical Insurance Billing- able to type at least 30 wpm and perform 75 spm on the 10-key and score a minimum composite of 400 points on the following SFVS-developed course exams: Business English, Business Arithmetic, Business Correspondence Filing, Record Keeping, Word Processing, Medical Terminology, and Medical Billing.

d. General Accounting Clerk - able to type at least 30 wpm and/or perform 75 spm on the 10-key and score a minimum composite of 185 points on the following SFVS-developed course exams: Business English, Business Arithmetic, Accounting, Lotus 1, 2 , 3, and Record Keeping.

e. Customer Service - able to type at least 20 wpm and score a minimum composite of 165 points on the following SFVS-developed course exams: Business Correspondence/ Clerical Production, Business Arithmetic, Business English, Record keeping, Customer Service Methods and Techniques and Workshops/Lab and Research.

Exit Requirements

1. Job Specific Skills

a. Secretarial/Word Processing - increase their typing speed by at least 10 wpm and score at least 680 points or improve by at least 100 points, whichever increase is greater, on the course exams.

b. General Office Assistant - increase their typing speed by at least 10 wpm and score at least 440 points or improve by at least 100 points, whichever increase is greater, on the course exams.

c. Medical Insurance Billing - increase their typing speed by at least 10 wpm and their 10-key by at least 50 spm and score at least 680 points or improve by at least 100 points, whichever increase is greater, on the course exams.

d. General Account Clerk - increase their typing speed by at least 10 wpm and/or their 10-key by at least 50 spm and score at least 390 points or improve by at least 100 points, whichever increase is greater, on the course exams.

e. Customer Service - increase their typing speed by at least 10 wpm and score at least 265 points or improve by at least 100 points, whichever increase is greater, on course exams.

Swords to Plowshare - OJT

Exit Requirement

1. Job Specific Skills
   The OJT trainee must complete a minimum of 50% of the OJT hours for AEC attainments.

Third Baptist Church - IR

Exit Requirement

1. Job Specific Skills
   The participants must receive a minimum of one half of the total planned hours of training for AEC attainments.

YOUTH EMPLOYMENT COMPETENCIES - 82%

Asian Neighborhood Design - OCT

Entry Requirements

1. Basic Educational Skills
   Maximum score of 60% on the AND developed Basic Math and Reading Test, and

2. Job Specific Skills
   Maximum score of 50% on the AND developed General Woodworking Test.

Exit Requirements

1. Basic Educational Skills
   a. Increase a minimum of one grade level in reading as determined by the Test of Adult Basic Education (TABE),and

b. Participants must achieve the required math exit-test scores as determined by their individual entry-test scores:

Math Entry	Math Exit	Minimum Increase
10%	60%	50%
20%	70%	50%
30%	70%	40%
40%	70%	30%
50%	80%	30%
60%	90%	30%

2. Job Specific Skills
   Participants must satisfactorily complete two competency-based hands-on projects as certified by the instructor and must also achieve the required exit-test scores on the AND General Woodworking Test as determined by their individual entry-test scores:

Woodworking Entry	Woodworking Exit	Minimum Increase
0%	50%	50%
10%	60%	50%
20%	70%	50%
30%	70%	40%
40%	70%	30%
50%	80%	30%

Community Educational Services -OESL

Entry Requirements

1. Basic Educational Skills
   score a maximum 50% on a CES developed English test,

2. Job Specific Skills
   score a maximum 50% on a CES developed basic computer test, and

Exit Requirements

1. Basic Educational Skills
   a. score 70% or higher on a CES developed English test, and

   b. increase at least 50 percentage points on a CES developed math test if scored from 0 - 34% on the pre-test, or have improved at least 30 percentage points if scored from 35% - 65%, or have improved at least 5 percentage points if scored from 66% - 95%, and

2. Job Specific Skills
   a. can type 35 words per minute if entered with no typing skills (0-15 wpm), can type 45 wpm if entered with typing skills of 16 -34 wpm, or increase their typing skills by at least 10 wpm if entered with typing skills of 35 wpm or more, and

   b. can achieve 10-key 100 strokes per minute if entered with no 10-key skills (0-75 spm), or increased their 10-key skills by at least 25 spm if entered with 10-key skills at 76 spm or more, and

   c. score 70% or higher on a CES developed basic computer test.

Mission Hiring Hall - OCT

Entry Requirements

1. Basic Educational Skills
   score a maximum of 20% on the Achievement Review Test-A (Reading and Math)

2. Job Specific Skills
   score a maximum of 20% on the Press Operation test

Exit Requirements

1. Basic Educational Skills
   have improved at least fifty percentage points (Reading and Math) from the entry scores on the Achievement Review Test-A , and

2. Job Specific Skills
   passed the CCSF Press Operation test with minimum score of 70%

Mission Language And Vocational School - OCT

COMPETENCY	BENCHMARK	MEANS OF MEASUREMENT
Basic Education Skills: ENTRY VESL I - Max ESL 200 VESL II - Max ESL 300	Minimum attainment of ESL 400 for VESL I, II and one grade level improvement for all other components	EPT (English Placement Test) or TABE (Test of Adult Basic Education)
	Minimum math improvement of one full grade level	Test of Adult Basic Education (TABE)
Job Specific Skills: No minimum	20 words per minute net increase, 60 spm on the 10 key calculator, alpha/ numerical filing in 5 minutes	5-minute typing test (Southwestern Publishing) MLVS - developed test MLVS - developed test

STATE EDUCATION COORDINATION AND GRANTS - 8%

Arriba Juntos - GAIN - Adult Employment Competencies

Entry Requirements
no minimum requirements

Exit Requirements

1. Basic Education Skills
   improve a minimum of three scale scores in reading and math as determined by the Comprehensive Adult Student Assessment System (CASAS), or

2. Job Specific Skills
   Occupational Classroom Training Component (Job Specific Skills) attain State-approved certification as a Certified Nursing Assistant.

The Family School - GAIN - Youth Employment Competencies

Entry Requirements
No minimum requirements

Exit Requirements

1. Basic Education Skills
   a. improve a minimum of one grade level in both math and reading skills as determined by the ABLE, TABE, or the CASAS, or

b. obtain a GED, and

2. Job Specific Skills
satisfactorily complete 12 units of Early Childhood Education as evidenced by transcripts

The Family School - GAIN - Adult Employment Competencies

Entry Requirements
No minimum requirements

Exit Requirements
1. Basic Education Skills
   a. improve a minimum of one grade level in both math and reading skills as determined by the ABLE, TABE, or the CASAS, or

   b. obtain a GED, or

2. Job Specific Skills
satisfactorily complete 12 units of Early Childhood Education as evidenced by transcripts

INCENTIVE (JOSEPH BAILEY) - 5%

Potrero Hill Community Development Corp.

Entry Requirements
No minimum

Exit Requirements
1. Basic Educational Skills:
Participants will have improved two grade levels in both math and reading as determined by the Test of Adult Basic Education (TABE).

Pre-Employment/Work Maturity Skills
Youths must demonstrate proficiency in each of the eleven core competencies, provided that at least five of the learning objectives were achieved during the program intervention. Proficiency in these core competencies will be measured by the Comprehensive Adult Student Assessment System (CASAS) and teacher/counselor evaluations. The participant will be considered to be proficient if s/he attains a score of at least 78% in each of the eleven core competencies.

A. Pre-employment Competencies
   1. Making career decisions
      - Identify personal needs, values, career capabilities, and interests
      - Identify career clusters
      - Identify skills used in one career that can be transferred to other careers
      - Identify responsibilities and characteristics of specific jobs
      - Obtain and use information about job training programs
      - Match appropriate skills, education, and experience to various occupations
      - Identify personal barriers which may affect employment and determine courses of action to remove barriers (guidance function)
      - Identify and develop strategies for establishing a career path with appropriate career goals

   2. Using labor market information and conducting job search
      - Interpret current labor market trends including growth and demand occupations
      - Identify local job opportunities
      - Identify and use sources of information about job opportunities
      - Organize and implement a realistic plan of action for the job search
      - Complete a personal data sheet

b. obtain a GED, and

2. Job Specific Skills
satisfactorily complete 12 units of Early Childhood Education as evidenced by transcripts

The Family School - GAIN - Adult Employment Competencies

Entry Requirements
No minimum requirements

Exit Requirements
1. Basic Education Skills
   a. improve a minimum of one grade level in both math and reading skills as determined by the ABLE, TABE, or the CASAS, or

   b. obtain a GED, or

2. Job Specific Skills
satisfactorily complete 12 units of Early Childhood Education as evidenced by transcripts

INCENTIVE (JOSEPH BAILEY) - 5%

Potrero Hill Community Development Corp.

Entry Requirements
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Exit Requirements
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A. Pre-employment Competencies
   1. Making career decisions
      - Identify personal needs, values, career capabilities, and interests
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      - Obtain and use information about job training programs
      - Match appropriate skills, education, and experience to various occupations
      - Identify personal barriers which may affect employment and determine courses of action to remove barriers (guidance function)
      - Identify and develop strategies for establishing a career path with appropriate career goals

   2. Using labor market information and conducting job search
      - Interpret current labor market trends including growth and demand occupations
      - Identify local job opportunities
      - Identify and use sources of information about job opportunities
      - Organize and implement a realistic plan of action for the job search
      - Complete a personal data sheet

- Identify the sources and procedures for obtaining legal documents needed for employment
- Contact employers to ask for job information and job application procedures, using the telephone in the job search when appropriate
- Identify and contact potential employers, using the telephone in the job search when appropriate

3. Preparing résumés and cover letter - develop a résumé and cover letter appropriate to career field

4. Filling out an application - complete an application accurately

5. Interviewing
   - Obtain job interviews
   - Arrange for transportation to the interview site
   - Demonstrate appropriate job-interviewing skills and behaviors
     a) Communicate employment skills, experience, and history
     b) Clarify wages, benefits, and concepts of employee organizations
   - Evaluate job interview
   - Follow up on an interview
   - Determine suitability of a job offer
   - Accept a job offer

B. Work Maturity Competencies
1. Being consistently punctual - arriving to class on time and returning from breaks on time

2. Maintaining regular attendance
   - Maintain an attendance record acceptable to the program/job
   - Give timely notice of absences and interruptions to work schedules

3. Demonstrating positive attitudes/behaviors
   - Work effectively under stress
   - Be self-confident
   - Determine and follow worksites standards of behavior
   - Be reliable and dependable
   - Accept responsibility for one's actions
   - Adapt to changes in work responsibilities (flexibility)
   - Follow job safety and health rules

4. Presenting appropriate appearance
   - Follow appropriate dress and hygiene practices

5. Exhibiting good interpersonal relations
   - Discuss appropriate job-related concerns with supervisor
   - React appropriately to instructions and criticisms
   - Respond appropriately to various supervisory styles
   - Ask for clarification of written/oral communications
   - Cooperate with co-workers, supervisors, and the public

6. Completing tasks effectively
   - Listen to and follow written/oral directions
   - Perform repetitive or unpleasant tasks
   - Work with minimal supervision
   - Adhere to schedules
   - Follow quality control guidelines and standards

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: COUNCIL MEMBERS
THE HONORABLE MAYOR WILLIE BROWN, JR.

DATE: AUGUST 26, 1996

FROM: JACK FITZPATRICK, CHAIRMAN, REFUGEE COMMITTEE

SUBJECT: REFUGEE COMMITTEE RECOMMENDATIONS FOR THE FEDERAL FISCAL YEAR 1997 REFUGEE PROGRAM.

The Refugee Committee is recommending approval of the funding recommendations for Federal Fiscal year 1997 refugee programs.

The Refugee Committee met August 22, 1996 and reviewed PIC staff recommendations regarding the twelve proposals submitted by eight organizations. The proposasl were in response to the Request For Proposal (RFP) for the Refugee program issued July 10, 1996 and received by the August 2 deadline. Each proposal was read and scored by at least three staff members.

Table 1 displays each of the proposals sorted by the program activity. The amount requested is also shown along with PIC staff recommendations and the subcontract amount for the current year, if applicable. Recommended service levels have been adjusted based on the dollar amount being recommended by PIC staff. The recommended placements are based on the proposed placement rate submitted by each proponent. The proposals have been grouped by same activities. Please note that 90 points is the maximum score which could be earned by an agency proposing Employment Services (direct placement).

Funds in the amount of $19,449 have been set aside for On-the-Job Training (OJT) to cover the projected financial obligations that will occur when an OJT contract is negotiated with an employer. These funds are used to reimburse the employer for the extraordinary training costs during the OJT contract.

Funds in the amount of $78,351 have also been set aside to cover the cost of MUNI Fast Passes and/or tokens for participants enrolled in the employment and training components only.

Two new acronyms are being used this year. The first is "Acculturation/Social Adjustment Services" (A/SAS) which are services which are non-training related, and English Language Training (ELT) which the State is using to replace the term "English-as-a-Second Language" (ESL).

Table 2 displays the current year's 9-month performance through June 30, 1996. Each subcontractor is listed by activity with the planned and actual enrollments and job entries, along with the percentages of actual versus planned performance.

Table 3 displays the Student Performance Levels (SPL) for those refugees whose English levels were 0 to 4 and those 5 and above. The data represents the 9-month period from October 1, 1995 through June 30, 1996.

Table 4 displays the wages of the refugees placed by the current subcontractors. The data represents the 9-month period from October 1, 1995 through June 30, 1996.

With respect to the participant characteristics, PIC staff informed the Committee that it will negotiate with each of the subcontractors to achieve the planned country of origin percentages recommended in the draft Refugee County Plan.

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The Committee is recommending conditional funding for three agencies. They are the Employment Services components of the Career Resources Development Center, the Jewish Vocational Service, the Mutual Assistance Association Council, and the Vocational Training/Vocational English-as-a-Second Language of the Career Resources Development Center.

After reviewing the performance of these three subcontractors for the 9-month period, it is not certain that they will achieve the required 65% outcomes as required by the federal regulations. Therefore, staff recommended that if these subcontractors do not achieve the 65% outcome requirements by the 9-month period of the new subcontract (June 30, 1997), that no funds will be allocated for the specific program activity beginning October 1, 1997.

As has been the case in previous years, the PIC will not be allowed to enter into a subcontract with any agency whose performance is less than 65% of their current year's goals unless a corrective action plan has been submitted by the subcontractor and approved by the PIC and the State Refugee Program Bureau (RPB). This is a federal requirement.

This matter was discussed at length because of the federal requirement that services be provided to Refugee Cash Assistance (RCA) clients within 30 days of receiving aid and that any waiting list must be exhausted before other refugees receiving other forms of public assistance (i.e., AFDC, GA) may be served. It was also pointed out that there are a number of older refugees who also have disabilities which would preclude them from obtaining employment, but must receive services with these funds. As a result, several of the refugee subcontractors have had a difficult time meeting their planned goals and fall below the federal requirement of achieving 65% of their planned outcomes. The Committee requested PIC staff to investigate the possibility of seeking assistance from the State Refugee Program Bureau (RPB) in obtaining a waiver from the federal Office of Refugee Resettlement (ORR) from this particular requirement.

cc: Ernie Lynch, RPB
Margaret Kisliuk, Mayor's Office
Margene Sako, Mayor's Office
Refugee Proponents (Individual recommendation only)
PIC Staff

TABLE 1

REFUGEE COMMITTEE RECOMMENDATIONS FOR FUNDING AND SERVICE LEVEL

Proponent	Activity	Pt.	FFY 1997 Request	FFY 1997 Recom.	FFY'96 $	Recom. Svc	Recom. Plc	Place. Rate
#01 International Institute of S.F.	A/SAS	64	$39,612	$39,612	NA	*648*	*10*	2%
#04 Mutual Assistance Association Council	A/SAS	74	$26,371	$26,371	$26,371	*450*	*0*	0%
#03 International Rescue Committee	CIP	98	$120,339	$120,339	$104,766	*NA*	*NA*	*NA*
#02 Catholic Charities/REAP	ES	75	$260,000	$154,170	$51,390	118	89	75%
#05 Mutual Assistance Association Council	ES	65	$268,583	$64,002	$62,712	80	64	80%
#06 Third Baptist Church/AIRRC	ES	71	$37,207	$37,207	$11,042	35	28	80%
#08 Jewish Vocational Service	ES	70	$375,000	$276,198	$155,342	221	144	65%
#10 Community Educational Services	ES	59	$54,346	$27,175	NA	25	23	92%
#11 Career Resources Development Ctr.	ES	69	$128,000	$46,171	$44,880	36	29	81%
#07 Jewish Vocational Service	OJT	89	$15,500	$7,750	$15,500	5	4	80%
#09 Jewish Vocational Service	VT/ELT	88	$34,696	$11,565	NA	5	4	80%
#12 Career Resources Development Ctr.	VT/ELT	96	$80,000	$32,000	$16,000	16	14	88%
Subtotal			$1,439,654	$842,560	$488,003	541	409	76%
OJT Setaside			$0	$19,449				
Transportation			$70,000	$78,351				
Totals			$1,509,654	$940,360		541	409	76%

A/SAS - Acculturation/Social Adjustment Services
CIP - Central Intake Point
ES - Employment Services
OJT - On-the-Job Training
VT/ELT - Vocational Training/English Language Training
Pt. - Point totals
Italics indicates the item is not included in the calculation of the totals.

TABLE 2

SUBCONTRACTOR PERFORMANCE BY ACTIVITY

(October 1, 1995 through June 30, 1996)

EMPLOYMENT SERVICE

SUBCONTRACTOR	ENROLLMENTS Plan	Actual	%	JOB ENTRIES Plan	Actual	%
Jewish Vocational Service	148	156	105.4%	78	43	55.1%
Mutual Assistance Association Council	78	55	70.5%	42	9	21.4%
Catholic Charities/REAP	38	33	86.8%	21	21	100.0%
Third Baptist Church/AIRRC	10	14	140.0%	6	7	116.7%
Career Resources Development Center	41	36	87.8%	35	11	31.4%

ON-THE-JOB TRAINING

SUBCONTRACTOR	ENROLLMENTS Plan	Actual	%	JOB ENTRIES Plan	Actual	%
Jewish Vocational Service	1	5	500.0%	5	4	80.0%

VOCATIONAL TRAINING

SUBCONTRACTOR	ENROLLMENTS Plan	Actual	%	JOB ENTRIES Plan	Actual	%
Career Resources Development Center	8	8	100.0%	7	4	57.1%

Job Entries - participants who are employed at least one day. A participant is considered a placement if s/he is employed on the 90th day after job entry.

TABLE 3
Student Performance Level (SPL) From 10/01/95 To 06/30/96

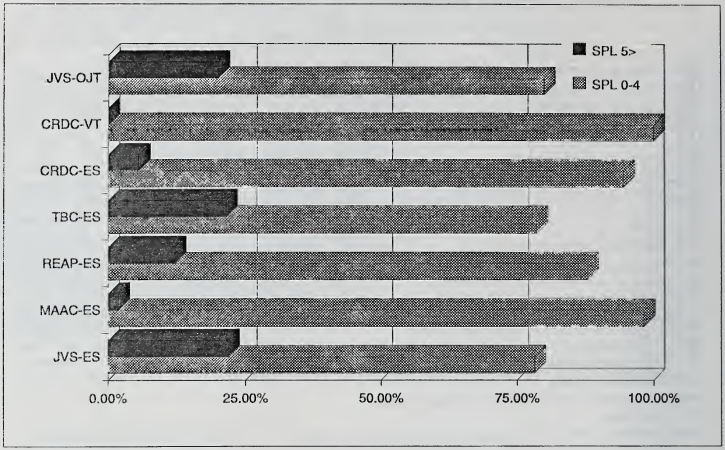
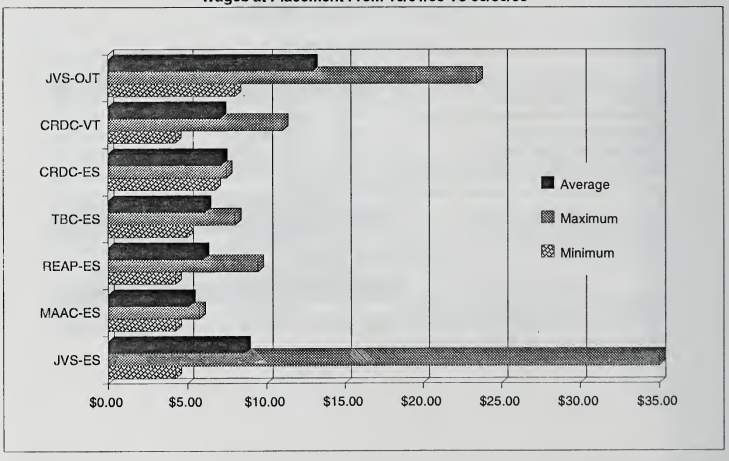


TABLE 4
Wages at Placement From 10/01/95 To 06/30/96



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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: ALL COUNCIL MEMBERS **DATE:** AUGUST 30, 1996

FROM: RAYMOND R. HOLLAND

SUBJECT: THE STATE'S APPLICATION FOR A FEDERAL GRANT TO IMPLEMENT A "ONE-STOP CAREER CENTER SYSTEM"

After the Council's July meeting, the Chairman of the State's "One-Stop Career Center System Task Force" (which includes John Dewes among its members) asked the chairpersons of all private industry councils and the administrators of all Service Delivery Area Program Systems to provide, by August 14th, letters of support for an application that the State was intending to submit to the U.S. Department of Labor for a three-year, $24 million, grant to implement a "One-Stop Career Center System". While details of that application were not yet available, it was noted that, in general, it would be based on:

1. "California's One-Stop Career Center Vision Statement" that was tentatively adopted by the State's Task Force in December of 1995 with the expectation that some kind of federal legislation authorizing "workforce development and welfare reform block grants to states" would be enacted;

2. a four-page proposed outline of that application shared with the Task Force in July; and

3. some of the grant's asserted benefits to "all partners", "private industry councils", "community colleges", and "local elected officials" responsible for "economic development" that accompanied the request for letters supporting that application.

Since no federal legislation for either "workforce development" or "welfare reform block grants" had been enacted by August 12th, since the recommendation from San Francisco's "Economic Summit" to establish a "One-Stop Career Center System" has been adopted, since the State's "Vision Statement" does not suggest any specific geographic configurations that are smaller than the entire State, and since it is unlikely that either a State or a local "One-Stop Career Center System" could succeed without the other, a letter offering "conditional support" for that anticipated grant application was submitted to the Labor Department and a copy of it is enclosed. While "welfare reform block grant" legislation was enacted shortly thereafter, it is now reported that the possibilities of new "workforce development block grant" legislation during this session of Congress are "slim" or "none".

A copy of the State's grant application was finally received on August 28th and selected excerpts from it are attached. A preliminary review of that application and of some of the materials upon which it is reported to be based reveals that:

4. The State is proposing to establish ten "One-Stop Career Center System Investment Zones", one of which (i.e., Zone #4 on the attached map):

   a. would include the City and County of San Francisco and eight other Bay Area Counties (i.e., Alameda, Contra Costa, Marin, Napa, San Mateo, Santa Clara, Solano, and Sonoma) and all of their municipalities;

   b. would comprise 20 percent of all residents and 23 percent of all employees in the State; and

   c. which would incorporate a "high concentration of agriculture (wineries) ... in the Northern counties, manufacturing related industries ... dominating the Southern and Eastern counties", and "San Francisco (which) is the financial center of the Pacific Rim and tourist oriented".

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5. The State is proposing to conduct a competitive procurement during each of the three years of the grant period to select at least four (for a grand total of ten or more) actual or potential "Local Partnerships" within each "One-Stop Career Center System Investment Zone":

   a. to complete the organizational development of those "Local Partnerships" (acknowledging that, while "One-Stop Centers are not legally mandated delivery mechanisms for employment and training services in California" and "there are no current structural changes in local governance", ... State legislation has recently been introduced which would mandate a One-Stop System in California, the programs that must be provided, and the partners who shall be included");

   b. to design, develop, and build the systems for all of the "mandatory core services" described in the attached excerpts; and

   c. to implement those "mandatory core services".

6. "Selection of Partnerships will be made by the Governor, who will review recommendations made by the One-Stop Task Force and the State Job Training Coordinating Council" based on the following minimum criteria:

   a. "even distribution of One-Stops throughout California";

   b. "demonstration of current adherence to the California One-Stop Vision";

   c. "readiness to deliver core and intensive services";

   d. "inclusion of <u>all</u> workforce development partners (including all DOL-funded partners)";

   e. "demonstrated support of local elected officials"; and

   f. other criteria that may be developed and include in the solicitation of proposals.

7. "Each local Partnership (selected) will be required to establish a One-Stop Board by January 1, 1997" in accordance with the following:

   a. "Local Elected Officials (LEOs) who have taxing authority will appoint members to the One-Stop Boards";

   b. "The majority of members will represent the private sector, ... these will include key business and community leaders and representatives of industry associations, ... key stakeholders at the local level will be included as members, ... this will include the full array of state, federal, and local education and employment and training programs, ... the Governor, through a collaborative process, will develop minimum Board membership criteria"; and

   c. "in partnership with the Chief LEO, the One-Stop Board is responsible for the entire One-Stop System, ... the Board may establish and oversee any number of One-Stop Centers within the local One-Stop System, ... administrative structures of individual One-Stop Centers will be developed by the One-Stop Partnership, ... (and the) minimum elements of the Board's responsibilities (will) include":

      i. "the One-Stop Board shall periodically develop a plan that meets federal and State One-Stop requirements (and it) must demonstrate a linkage among local elected officials, educational entities, the state employment agency, training providers, and local and regional economic development plans";

ii. "the (Local Elected Official), as a full partner with the Local One-Stop Board, ultimately has the full responsibility and liability for the local One-Stop System (while) first levels of responsibility and liability rest with the One-Stop Center managers and Local One-Stop Boards".

iii. "the Local One-Stop Board shall oversee the fiscal and program operations of Centers (and) oversight responsibilities would include setting local process measures and standards for purpose of ensuring continuous improvement";

iv. "in concert with federal and State requirements, the One-Stop Board shall establish workforce preparation policies for the local area including setting service priorities and identifying target populations";

v. "the One-Stop Board shall certify, through the appropriate means, the local One-Stop Centers"; and

vi. "the State will develop a continuous improvement process for assessing performance measurement systems (and) the One-Stop Board will interact with the State's continuous improvement process to reduce the service variances among Centers and constantly improve the entire State system".

Please let Steve or me know if there are any additional aspects of this grant application that you specifically want addressed at the Council's next meeting of September 10th.

cc: Margine Saco, Mayor's Staff
PIC Staff and all Subcontractors
Career Link Center Sponsors
Virginia Hamilton, EDD/OWP, MIC 77

Attachment
(Selected Excerpts from the Application)

EXECUTIVE SUMMARY

Proposed Grant Activities - California's Application for a One-Stop Career Center System Implementation Grant

California's One-Stop Career Center System Vision

The official blueprint for California's Implementation Grant application is the *One-Stop Career Center System Vision*, developed by the One-Stop Career Center System Task Force. Adopted by the State Job Training Coordinating Council (SJTCC) in December 1995, the One-Stop Vision captures the agreements and understandings struck during a broadly inclusive collaborative One-Stop planning process and will shape all future investments in California's One-Stop System. The One-Stop Vision defines a system that is integrated, comprehensive, customer-focused, and performance-based.

Over the past decade, California has made significant investments in and progress toward developing One-Stop Career Centers (One-Stop) statewide, evidenced by the collection of partnerships at state and local levels and between the public and private sectors. California's goal over the next four years is to convert this collection of partnerships into a One-Stop Career Center System in accord with the statewide Vision. To accomplish this goal, California's One-Stop System Implementation Grant proposal incorporates a multi-faceted implementation strategy.

Proposed Implementation Grant Activities

California is requesting DOL One-Stop Implementation Grant funding at the maximum level of $8 million per year for a total grant request of $24 million. For the first year, funds are being requested to undertake Statewide and Local System Building projects which are critical to accelerating the implementation of the One-Stop System in California. A summary of these projects and activities for which funds will be requested is presented below.

Statewide System Building

(1) Manage State-level Implementation

State One-Stop staff will continue to support the work of the One-Stop Task Force, maintain overall coordination of various State-level partners and other organizational entities involved with One-Stop, perform outreach and technical assistance to One-Stop Areas, perform administrative functions related to State-local One-Stop technology pilots and local One-Stop Systems, and administer the One-Stop implementation grant.

(2) Capacity Building

A) Continue work on core One-Stop staff competencies. Develop/adapt necessary curriculum to enable statewide training via traditional methods, multimedia-based distance learning, expert consultants, and other means. Conduct training sessions in the first year for One-Stop front-line staff and labor market information (LMI) staff.

B) Disseminate information on "best practices." Develop better information dissemination tools among State-level implementation activities, DOL, other states, and local One-Stops.

C) Continue usability/customer access project. Implement the second phase of the Principles for One-Stop Information and Training (POSIT) with San Diego State University which will develop principles for usable electronic One-Stop (EOS) services. This will assist One-Stop customers and staff to self-access and use on-line information and services.

(3) Performance Based Accountability (PBA)

A) Continue development of the PBA system for One-Stop. In addition to the work that has been done under State Senate Bill 645 to develop a PBA system for the workforce preparation system as a whole, specific measures for the One-Stop Centers will be more fully developed. Work will be done on assessing customer satisfaction, perhaps by contracting with a national contractor who is doing work for other One-Stop Implementation states and DOL.

B) Implement the Consumer Reports System (CRS). Implementation funding will be used to expand the CRS pilot system statewide.

C) Third Party Evaluation. The State will commission a third party contractor to conduct an evaluation of the effectiveness of the One-Stop System in California.

(4) Develop Partnerships with the Private Sector

Work will continue with business and industry associations, foundations, and other private sector entities to increase employer and community-based organizations' access to One-Stop services through marketing, networking, and outreach. Private sector money will be sought to support activities not easily funded through public funds. Strategic alliances with software and/or hardware companies will be sought to further develop the electronic infrastructure.

(5) Implement an Electronic One-Stop (EOS) Infrastructure

California's strategy for implementing a One-Stop electronic infrastructure will address oversight of the automation efforts, increased automation capacity at both the State and local levels, and the use of successful technology pilots to test systems prior to statewide implementation. To address these three areas, California will use a strategy very similar to DOL's strategy for the implementation of the ALMIS initiative, e.g., a stakeholder workgroup to address technical standards, funding of state consortiums formed to address specific business needs, pilots focusing on specific application development efforts, and funding set aside to increase connectivity and infrastructure. Specifically, the State will:

A) Manage California's statewide electronic infrastructure. California has established an Electronic One-Stop (EOS) Steering Committee, which is composed of representatives from State and local agencies and reports to the One-Stop Task Force. The purpose of the EOS Steering Committee is to provide direction, planning, coordination, and oversight of the electronic infrastructure to support California's One-Stop Career Center System. This committee's activities will work in concert with the activities of the DOL's One-Stop Technical Standards Committee. To provide the kind of oversight needed to build the electronic infrastructure and to ensure compatibility with national efforts, California will be requesting funds to provide staff and contractor support necessary to complete this committee's various objectives such as resolving the data security and confidentiality issues, determining enhancements to existing MIS and accounting systems, and developing project plans for implementing initiatives.

B) Increase EOS capacity of Local One-Stops. This activity will include:

- Increasing Internet access for One-Stop Centers/Systems.
- Hardware for delivering information and services, e.g., servers where needed.
- State of the art software for business solutions.
- Training/technical assistance to One-Stop technical staff developing and/or adapting an existing universal client application system and a universal case management system.
- System connectivity to community sites, such as School-to-Career (local sites and system wide), public libraries, local education agencies, private sector business and industry associations, employer community, and economic development entities.

C) Technology Pilots/New Initiatives. Funds will be disbursed through a competitive process to local partnerships for the development of innovative technology solutions which can be used statewide. In addition, California will explore the development of three systems which can be used both in California and in other states: an on-line training catalogue; an automated link between California's profiling system and job referral; and an automated link between information about job openings collected through UI claim filing and labor exchange functions.

Local System Building

Over three years, the majority of grant funds will be allocated to converting the current partnerships and centers (and new partnerships) into a system of California One-Stops. Funds will be distributed through a competitive process to partnerships in ten One-Stop Investment Zones. Funds will be used to convert systems, establish One-Stop Boards, develop policy and plan at a regional level (through money set aside for incentives to do this), train staff, market One-Stop, test EOS products, provide peer technical assistance, develop products which could be used statewide, improve relationships with economic development efforts and industry cluster associations, and local system change and system building. Funds will not be used for direct services to clients. The moneys set aside for local implementation will increase proportionately each year of the grant.

California is strongly committed to the development of a statewide One-Stop Career Center System which provides universal access to services, promotes customer choice, provides integrated access to the full array of workforce preparation programs, and is performance-based. In combination with the broad based collaboration and commitment described in this application, the implementation strategy summarized above will enable California to work toward full implementation of its statewide One-Stop System.

Definitions of Specific One-Stop Career Center System Terms as Used in the California Grant Application

Labor Market Area	Defined by Labor Market Information, population, and commute patterns as required in JTPA legislation
Local Elected Official	Local elected official(s) (LEO) with general taxing authority, who acts as the fiscal agent and who appoints members of the One-Stop Board following the criteria established by the Governor
Local One-Stop Board	Members appointed by the LEO, a majority of private sector representatives, with stakeholder, state, federal and local employment, education, and training representatives
Local One-Stop System	Service delivery system administered by the One-Stop Board and the LEO in a One-Stop area; and included in the statewide California One-Stop Career Center System
One-Stop Area	Geographical area defined by the LEO and the mandatory partners that includes one or more labor market areas
One-Stop Center	A co-located physical site which offers core services, plus intensive services, at or through the Center
One-Stop Partnership	Mandatory and other partners who have agreed to implement a Local One-Stop System
Regional	Crossing geopolitical boundaries to encompass a larger area for the purpose of linking to economic development
Zone	Divisions created to distribute funds around the State

STATEMENT OF WORK/GRANT APPLICATION

1. DESIGN OF THE ONE-STOP CAREER CENTER SYSTEM

Over the past decade, California has made significant investments in and important progress toward developing One-Stop Career Centers (One-Stop) statewide, evidenced by the collection of partnerships at state and local levels and between the public and private sectors. These partnerships are documented later in this application. Our goal over the next four years is to convert this collection of partnerships into a One-Stop Career Center System. On October 31, 1994, California received a planning grant and undertook a broadly inclusive collaborative process, intended to generate the greatest amount of input from the widest array of individuals and organizations possible. The result was California's One-Stop Career Center System Vision, the document that captures the agreements and understandings struck during the collaborative planning process. The Vision was developed by the One-Stop Career Center System Task Force and adopted by the State Job Training Coordinating Council (SJTCC) on December 13, 1995, as the official blueprint for all future investments in the One-Stop System in California. The Vision was presented to the Department of Labor (DOL) in February 1996 as the first product of the planning process. The Vision defines a system that is integrated, comprehensive, customer focused, and performance-based. This implementation proposal describes how California will use a multi-faceted implementation strategy to build its One-Stop System: funding implementation of local One-Stop Systems, partnering with existing One-Stops at the local level to enhance their service delivery capacity, fostering development of new partnerships, and facilitating communication within the system through the construction of an electronic information infrastructure.

a. Universality

(1) Specific Basic Core Services Available through One-Stop Centers

Customers have been defined as *employers* and *job, education, and training seekers*. The *employers* group includes any employer or business that desires access to the information or services the One-Stop System will offer. Small business, medium-sized firms, large corporations, organized labor, industry groups, and the self-employed are all examples of the employer customers the System will serve. Employers' participation in the One-Stop System, both as customers and partners, is an essential element of linking local workforce preparation with economic development.

The *job, education, and training seekers* group includes any person who wants the information or services offered through the One-Stop System. Three categories of job, education, and training seekers have been identified. They are:

- Emerging workers, such as new entrants to the workforce, from the K-12 system through graduate school.
- Transitional workers, such as those currently unemployed, including both short-term/long-term unemployed, dislocated workers, out-of-school youth, and persons receiving public assistance.
- Current workers, such as those currently employed who want continuing retraining and life-long learning to remain competitive.

Core One-Stop services will be available to all One-Stop customers at or through One-Stop Career Centers. A primary goal of the California One-Stop Career Center System is to provide core services electronically in addition to providing services through staff assistance. The core services will be provided directly to customers both at Centers and through an Electronic One-Stop (EOS) system which provides for a high degree of self-service. The core services are described in the following chart.

CORE SERVICES FOR ALL JOB, EDUCATION AND TRAINING SEEKERS	
MANDATORY CORE SERVICES	**DEFINITION OF SERVICE**
Directory of services	Descriptive menu of services available at One-Stop Center and through the local One-Stop System.
Eligibility self-screening	System enabling applicants to determine whether they meet initial eligibility criteria for enrollment in a particular program.
Resource referral	Provision of information on how to access supportive services available in the local One-Stop area, e.g., housing, child care, transportation, welfare, financial planning, crisis intervention, independent living and rehabilitation services for persons with disabilities, or elder care.

Job service/employment information	Help to customers in locating, applying for, and obtaining a job. This may include, but is not limited to, job-finding skills, resume writing assistance, work search plan assistance, job development, job referral and placement services, job clubs, job search workshops, and vocational exploration jobs and job referrals using job matching systems, including America's Job Bank (AJB), and America's Talent Bank (ATB). It also includes Unemployment Insurance (UI) profiling Initial Assistance Workshops (IAW).
Labor market information (LMI)	Provision of occupational wage and supply/demand information; identification of geographic and occupational areas of potential growth or decline; assessment of the effects of such growth or decline on individuals, industries, and communities; and individual career information.
Intake/assessment	A procedure for determining individual applicant's eligibility; making an initial determination whether a program can benefit the applicant; providing information about a program, its services and the availability of those services; and the employability needs of individuals as well as their progress toward achievement of redefined occupational goals.
Integrated services orientation	Provision of information to all potential customers concerning available career resources and LMI.
Initial screening and coordination for next level	Once enrolled, a method by which an applicant is made aware of other programs or services and receives appropriate assistance in being referred to the program or service.
Unemployment Insurance	Service that allows applicants to file their initial claims for Unemployment Insurance benefits.

CORE SERVICES FOR ALL EMPLOYERS

MANDATORY CORE SERVICES	DEFINITION OF SERVICE
Directory of services	Descriptive menu of services available at the One-Stop Center and through the local One-Stop System.
Job applicant data bank	A service that will allow employers to fill job openings by accessing a "job bank," including America's Job Bank (AJB) and a "talent bank," including America's Talent Bank (ATB), which matches job seekers' skills and/or occupations to the employers' specifications. Related services include applicant recruitment and screening, applicant skills assessment, and customized job services.
Resource referral	Provision of information on how to access business assistance and incentives.
Labor market information	Occupational wage and supply/demand information; identification of geographic and occupational areas of potential growth or decline and assessment of the effects of such growth or decline on individuals, industries, and communities; and individual employer information.
Economic development	Information on basic incentives, e.g., tax credits, enterprise zones, or other incentives - as well as local planning and zoning commissions or boards, community development agencies, and other entities responsible for regulating, promoting, or assisting in local economic development.
Rapid response and plant closure assistance	The capability to respond rapidly, on-site, to permanent closures and substantial layoffs in order to assess the need for, and initiate appropriate services.

(2) Approach to Ensure that High Quality Information and Services are Universally Available

California is developing an electronic information infrastructure, which, combined with our capacity building efforts, the performance-based accountability (PBA) system, and a new private sector partnership initiative, will ensure delivery of the highest quality of information-based products and services.

The electronic information infrastructure, or the electronic One-Stop (EOS), will enable One-Stop customers to receive direct and comprehensive integrated services and current labor market information, regardless of their point of entry to the System. Whether the customer walks into a One-Stop Career Center, an affiliate access point, or accesses the One-Stop System via electronic medium, the customer will be able to access information about various education, employment, training, and other human services programs available in the local area and perform a variety of self-services including assessment, etc. Using information from the National Alliance of Business' (NAB) One-Stop employer surveys and the employer focus groups conducted in California (discussed later in this application), core services for employers are those wanted by the business community. The EOS is being designed for access through the Internet, which will therefore allow the widest access to information by employers.

California's capacity building system will provide the necessary training and technical assistance to management and front-line staff of local One-Stop Centers. Training will include the attainment of core competencies as well as training about both specific programs and populations. The result will be a reduction in variance of service among One-Stop Centers to ensure consistent, high levels of information and services to all customers. These efforts also will ensure that One-Stop Center staff are sensitive to the needs of individuals from diverse populations.

California is developing a performance management system that is outcome-based, making service providers accountable for participant outcomes. California's performance measures, which are described later in this section (1.d.(1) and (2)), are being established as part of the effort to develop "report cards" for all employment and job training providers. California will also be developing access measures to ensure that Centers have provided universal access to all customers.

Funds will be set aside at both the State and local level for a new private sector partnership initiative. Local One-Stop Systems will incorporate a broad array of education, training, and supportive services. The implementation grant will support development of partnerships with foundations, businesses, industry associations, and community-based organizations. These partnerships will increase access to the One-Stop System through collaborative marketing, networking, and other methods of outreach. Private sector money will be sought to fund activities that assist in developing particular features for all One-Stop Centers. In addition, one or two strategic alliances will be developed with software and/or hardware companies to further develop the electronic infrastructure.

(3) Customized Services Available to Customers through One-Stop System

California's One-Stop System design is customer-focused. Local One-Stop Centers are responsible for determining the mix of customized services they offer above and beyond the required core services for both employers and job, education, and training seekers. Customized services can include more intensive direct education, employment, and training services, such as transportation, individual and family counseling, temporary shelter, and so forth. One-Stop planners will develop local One-Stop services by determining local needs and local resources. Any services beyond core services for job, education, and training seekers will encompass direct education, employment, and training services.

The Task Force has included education entities as key partners to ensure their perspective on how to create the nexus between classroom training and One-Stop Centers. Automated linkages will be developed for employers to the Employment Development Department's (EDD) tax program; ED>Net, the California Community College Economic Development Network which provides information and service access to business, industry, and agencies throughout the state using a toll-free number to link specific requests to appropriate local resources; Trade and Commerce Agency; and other information and services employers need. These services will be provided based on an assessment of customer need, eligibility for programs, and the availability of local resources.

b. Customers' Choice in How to Get Information, Services, Education, Training

One-Stop customers will have a wide range of choice as to where and how they can access services, and a high degree of self-determination as to which services and providers they choose as well as the degree of staff assistance they require. Each customer will first be given, either electronically or in person, a directory of services and, if appropriate, an orientation to all of the services provided at or through the One-Stop Center. This will immediately allow the customer to understand the range of available resources. The EOS is being developed to allow access "anywhere, anytime." This will ensure that customers have choice within a labor market area. The ways in which customer choice will be provided are described below.

(1) Geographic Area within which Choice is Provided

For selection of local One-Stop Systems, the State has been divided into ten One-Stop Investment Zones. These zones reflect labor markets and industry cluster groupings and are described in Section 3 (Implementation Plan). At the end of the three year grant period, there will be at least one fully operational local One-Stop System in each One-Stop Investment Zone. Each local system will have multiple centers and/or access points. When California's One-Stop System is fully implemented in year four, the entire state will be covered.

Although initial local One-Stop Systems will be selected using a competitive process, the State, at the same time, is developing a EOS, and will be providing technical assistance, and capacity building, for existing and new One-Stop Partnerships throughout the state. These efforts and activities will ensure that One-Stop partnerships not selected for initial funding will have access to new to and services. This will also allow customers to access information from all over the state electronically whether or not they reside an area selected in the first one or two years.

(2) Alternative Access to Information for Customers in Underserved Areas

To minimize the effects of geographic remoteness, lack of transportation, or scheduling conflicts, the State will purchase hardware and software in the first year for installation where needed throughout the state, to ensure that the statewide electronic infrastructure accessible. In the environment of shrinking resources and growing demand, the EOS will provide better service to more people wi fewer staff. Self-directed service, through electronic access, is one of the strategies by which this will be accomplished. Californi particularly concerned about ensuring that systems are usable by our diverse customer base, particularly where staff are unavailable remote areas. We will continue to work with San Diego State University to incorporate principles of usability into our system as described in Section 3 (Implementation Plan).

Core services will also be available through computers and kiosks at access sites such as public libraries, schools, community-bas organizations, and county welfare offices. The EOS eventually will allow access to all of the core services by means of personal computer at home, the office, or in a variety of public locations. California has already begun to build this infrastructure. For example, the North Central Counties Consortium has developed the use of the kiosk to augment its outreach program, providing individuals with easy access to various employment, job training and support services that are available locally. These informatio centers are user-friendly and allow individuals to request appropriate services. To ensure access for employers, both State and local One-Stop staff will work with Small Business Development Centers, business incubators, California's Enterprise Zone program, a other business-oriented service providers. This will allow access to the EOS for small businesses who may not have their own Internet connections.

(3) Customers' Access to Information on Quality of Education and Training

Information about education and training programs/courses will be made available to One-Stop customers so that consumers can make informed choices among service providers. During the first year, California will implement an Internet-based Consumer Report System (CRS), designed to integrate the State Training Inventory, which includes descriptive information about all educati and job training providers; Occupational Guides, which give direction to job, education, and training seekers about the duties and responsibilities of specific occupations for which they may be interested in pursuing training; detailed employer information; and labor market information (LMI), including supply/demand factors for local industries and occupations. Information about performance outcomes and customer satisfaction will also be made available in the CRS. California conducted six focus groups throughout the State, with Veterans, migrant and seasonal farmworkers, employers and other potential One-Stop System participants, to ensure that the system we design or adapt will help customers make informed choices. In developing the Consume Report System, California has consulted with the Texas State Occupational Information Coordinating Committee (SOICC) and reviewed and provided comments on the CRS prototype developed by the SOICC on behalf of the multi-state CRS consortium. California has also reviewed the Texas Career Alternatives Resource Evaluation System (Texas C.A.R.E.S.), produced by the Texa SOICC, and is evaluating both of these systems for adaptation and use in California.

In 1995, the California Legislature passed Senate Bill (SB) 645, which requires the SJTCC to develop an education and job trainin report card system to report the performance outcomes of the workforce preparation system. This report card system will be implemented in phases over the next five years, beginning with the first report cards in 1997, and expanding the system incrementally to full implementation by 2001. In 1997, the data from the report card system will supplement descriptive information about education and job training providers with outcome data on individual courses of study offered by these providers. The report card data will, in the first year, include outcomes from programs funded through the Job Training Partnership Act (JTP/ Title IIA, Wagner-Peyser, Vocational/Technical Education, Adult Education, Employment Training Panel (ETP), California's stat training fund, and Greater Avenues for Independence (California's JOBS).

(4) Proposed Financial/Budgetary Reward for Operators/Vendors Providing More Attractive Customer Services

Request for Proposals (RFP) for implementation will be structured to favor proposals that present both regional strategies (crossin existing geopolitical boundaries to serve one or more labor markets) and those which demonstrate the fullest array of services. Thi approach will reward operators who provide the broadest array of services.

Performance data (described in Section 1.d.1.) will be collected starting in 1997, and will provide information about which vendors and service providers are the most effective. In the first year, California will study and learn from other states' strategies for rewarding One-Stop operators and vendors who produce successful results and how the successful strategies can be adapted to apply to California's One-Stop System.

c. Integration

(1) Integration of Federal, State, and Local Education, Unemployment, Training Programs and Providers

The initial step in integrating the current array of publicly-funded employment, education, and training programs and providers is effective collaboration among them. California has invested significant time and resources in such collaboration during its One-Stop planning phase. Attachment 9 in the Appendix lists the many documents, work products, and papers developed in California over the last several years. This list illustrates the depth and breadth of California's commitment to a restructuring of the workforce development system. Through collaboration, California has reached the first plateau of integration, which is commitment, mutual understanding, and common goals.

All of California's key local and State stakeholders in workforce preparation joined with customers to develop the Vision. That document, endorsed by all collaborative participants, provides the broad policy framework within which true integration of programs, services, and providers can evolve. The Vision, and the collaborative process that produced it, represent an approach to system building much broader than required, and establish the foundation upon which, in the absence of program consolidation, California can effectively address remaining barriers to integration.

(2) How Programs Will Be Integrated In Each Service Delivery Area

The following chart illustrates which programs will be included in California's One-Stop System. The first set of six programs will be mandated; all other service providers will be encouraged to bring their programs into the One-Stop System.

LEVELS OF PROGRAM INTEGRATION

	Programs	Service Provider	Levels of Integration
Mandated Programs	Job Service	Employment Development Department (EDD)	Services accessible at all One-Stops either through co-location or electronic access
	JTPA Adult and Youth	Service Delivery Areas (SDA) administrative entity or Community-Based Organizations (CBO), or contracted service providers	Services accessible at all One-Stops either through co-location or electronic access
	JTPA Dislocated Worker	SDA administrative entity or CBOs	Services accessible at all One-Stops either through co-location or electronic access
	Senior Community Service Employment	Area Agencies on Aging, Direct DOL grantees	Services accessible at all One-Stops either through co-location or electronic access
	Unemployment Insurance	EDD	Services accessible at all One-Stops either through co-location or electronic access
	Veterans Employment Service	EDD Local Veterans Employment Representative/Disabled Veterans Outreach Program (LVER/DVOP)	Services accessible at all One-Stops either through co-location or electronic access
Optional Programs	Greater Avenues for Independence (GAIN)	County Welfare Departments (CWD) and/or contractor	Joint planning required; some degree of co-location
	Adult Education	Secondary (High School) Districts	Joint planning required; some degree of co-location
	Vocational Rehabilitation	Department of Rehabilitation and/or contractor	Joint planning required; some degree of co-location
	Employment Training Program	Employment Training Panel	Accessible through One-Stop Career Centers

	Migrant and Seasonal Farmworkers JTPA 402 Program	Direct DOL Grantees, CBOs	Accessible through One-Stops
	Training and Work Programs	California Conservation Corps	Accessible through One-Stops
	Vocational Education, Secondary Schools	High Schools or Regional Occupational Program	Accessible through One-Stops
	Native American Programs JTPA 401 Program	Direct DOL Grantees, CBOs	Accessible through One-Stops
	Job Corps	Job Corps Centers	Accessible through One-Stops
	Apprenticeship Training	Joint Apprenticeship Council	Accessible through One-Stops
	Disabled Students Programs and Services	106 California Community Colleges	Accessible through One-Stops
	Cal Grant Awards	Local Education Agencies	Information available at One-Stops
	Food Stamp Employment and Training	CWDs	Accessible through One-Stops
	Vocational/Technical Education, Postsecondary Schools	106 California Community Colleges	Accessible through One-Stops
	Extended Opportunity Program and Services	106 California Community Colleges	Accessible through One-Stops
	Refugee Assistance	CWDs, Refugee Services Agencies, CBOs	Information available at One-Stops
	Youth Employment	California Youth Authority	Information available at One-Stops

All programs and services available through the One-Stop System will provide veterans a rich array of services in order to give t every opportunity for assistance in reaching their career goals. The Job Service will continue to observe the referral order of prio of qualified applicants to job openings and training opportunities.

RFP selection criteria for implementation funding will favor proposals that integrate the most partners.

(3) Local Flexibility in Designing and Integrating Programs and Services

California's Vision represents a general policy framework and conceptual construction for a statewide One-Stop Career Center System. The Vision answers the question of "what" the system will be. The Vision, however, provides a significant level of responsibility and flexibility to the local level.

Local communities, for instance, will be responsible for forming One-Stop partnerships, designing their program and service mi determining the type and number of access points, establishing their local governance, assessing their priorities for service, enga their private sector, and strategically planning their systems, all following agreed-upon guidelines. Local plans will reflect the workforce preparation needs of local and regional industries and employers, as well as meeting the education and training needs o local population. The local One-Stop areas will have the flexibility, then, to adequately answer the question of "how" their syste will proceed in satisfying both local and statewide goals.

(4) State and Local Coordination of Programs and Services, Including Membership, Planning, Oversigh and Other Functions and Responsibilities for One-Stop System

State Level One-Stop Authority and Responsibility. In accordance with the federal JTPA and two related State statutes,[1] the SJT is formally designated as the Governor's advisory body for California's workforce preparation system and is charged with providi broad-based public forum for discussion of workforce preparation issues and policies. State statute has expanded the role of the SJTCC to include the following:

- Promoting integration of workforce preparation programs at the state level.
- Enhancing cooperation between government and the private sector in meeting California employers' needs for well-trained workers and California workers' needs for good jobs.

[1] The Family Economic Security Act (FESA) and State Senate Bill 1417.

The membership of the SJTCC is proportionally structured: 30 percent of the members represent business and industry, 30 percent represent state and local interests, 30 percent represent organized labor and community-based organizations, and 10 percent represent the general public.

The SJTCC has many of the same responsibilities as Human Resources Investment Councils (HRIC) have in other states. The Governor has expanded the responsibilities of the SJTCC to include, among other things:

- Identifying strategies to link workforce preparation efforts with economic development.
- Increasing capacity of providers of workforce preparation programs and services.
- Reviewing and commenting on plans of all State agencies engaged in provision of employment and training and related education services.

The SJTCC established the One-Stop Career Center System Task Force, which includes both state and local representatives of One-Stop stakeholder and customer groups, as the body to design and implement California's One-Stop System. The One-Stop Task Force has 24 members, three of which (including the Task Force Chair) also serve on the SJTCC. The One-Stop Task Force includes private sector members representing the business community; organized labor; State and local entities representing the primary providers of employment, training and education programs and services (including all DOL-mandated One-Stop partners); and various other system stakeholders. The duties and responsibilities of the One-Stop Task Force are to:

- Recommend policy for statewide implementation of the One-Stop Career Center System.
- Recommend approval of local One-Stop plans.
- Recommend award of One-Stop implementation funds.
- Recommend certification of One-Stop Boards.
- Oversee One-Stop implementation, and evaluate implementation progress.
- Provide leadership, coordination and information dissemination for the One-Stop System.
- Provide the forum for further One-Stop initiatives.
- Recommend benchmarks for evaluating One-Stop performance.
- Evaluate performance and recommend incentives and sanctions where appropriate.
- Evaluate recommendations from the EOS Steering Committee.

The members of the SJTCC and the One-Stop Task Force are shown on the inside cover. In addition, the SJTCC has a formal relationship and joint membership with the School-to-Career Task Force, which is responsible for designing and implementing a School-to-Career System in California. This arrangement will ensure statewide coordination between planning, policy development and, as appropriate, integration of the Governor's One-Stop System and School-to-Career initiatives.

As described in the Vision, the Governor will have the overall responsibility for, and final authority over, the statewide One-Stop System, including facilitating collaboration between the One-Stop partners at both the State and local levels. The State and local partners are committed to an ongoing collaborative process that facilitates recommendations for improvements to the System to the SJTCC and the Governor.

Local One-Stop Authority and Responsibility. Once a partnership at the local level has committed to establishing a local One-Stop System, a One-Stop Board will be appointed. Local Elected Officials (LEO) who have taxing authority will appoint members to the Local One-Stop Boards. The majority of members will represent the private sector. These will include key business and community leaders and representatives of industry associations. The Governor, through a collaborative process, will develop minimum Board membership criteria. At a minimum, key stakeholders at the local level will be included as members. This will include the full array of state, federal, and local education and employment and training programs.

In partnership with the chief LEO, the One-Stop Board is responsible for the entire local One-Stop System. The Board may establish and oversee any number of One-Stop Centers within the local One-Stop System. Administrative structures of individual One-Stop Centers will be developed by the One-Stop Partnership.
Minimum elements of the Board's responsibilities include:

- *Planning.* The One-Stop Board shall periodically develop a plan that meets federal and State One-Stop requirements. The local plan must demonstrate a linkage among local elected officials, educational entities, the state employment agency, training providers, and local and regional economic development plans.
- *Fiscal responsibility and liability.* The LEO, as a full partner with the Local One-Stop Board, ultimately has the full responsibility and liability for the local One-Stop System. First levels of fiscal responsibility and liability rest with the One-Stop Center managers and Local One-Stop Boards.
- *Oversight of the Centers.* The One-Stop Board shall oversee the fiscal and program operations of Centers. Oversight responsibilities would include setting local process measures and standards for the purpose of ensuring continuous improvement.

- *Policy-making.* In concert with federal and State requirements, the One-Stop Board shall establish workforce preparation poli for the local area including setting service priorities and identifying target populations.
- *Certification.* The One-Stop Board shall certify, through the appropriate means, the local One-Stop Centers.
- *Ongoing oversight.* The State will develop a continuous improvement process for assessing performance measurement syste The One-Stop Board will interact with the State's continuous improvement process to reduce the service variances among Centers and constantly improve the entire State system.

(5) How Program and Governance Integration Improves Delivery of Employment and Training Services

California's One-Stop System is being structured so that the necessary accommodations to categorical program constraints are transparent to customers. Access to the System should be easy and without bureaucratic constraints for all One-Stop customers. employers, there will be, for the first time, one place to go in the community to access information and services, at both State an local levels, to support business needs. Customer feedback will be used to determine how effective services are and whether or no they appear integrated to the customers.

Seamless, smooth, and non-bureaucratic service delivery will be achieved by pursuing integration strategies related to the commor services the system will provide. Integration strategies will include:

- Cross-training of all staff in the One-Stop System.
- Shared case management among Center partners.
- Shared job development.
- Common intake/assessment processes throughout the System.
- Locally standardized information.
- Shared administration among partners.

d. Performance-Driven Outcome-Based Measures

(1) Specific Performance Outcomes for Customers to be Achieved by the One-Stop System

California's One-Stop Career Center System will have a performance accountability component based on measurable outcomes fo customers. The performance outcomes measures for One-Stop are being developed in concert with those being developed for the S 645 report card system. Outcome measures for the One-Stop System will include:

- *Employment Outcomes*: placement, placement related to training, earnings, and employment retention.
- *Learning Outcomes*: achievement levels, degrees, credentials and certificates.
- *Cost Effectiveness*: a measure or measures for statewide return on investment that considers reduced public expenditures for social programs.
- *Access:* the extent to which diverse populations are able to access and receive service from various programs in the local serv area, in relation to their percentage distribution in the local population.
- *Customer Satisfaction:* the extent to which the System's customers are satisfied with the services they received and to what extent their objectives have been met.

In addition, work will be done in the first year of the grant to develop other measures specific to One-Stop.

(2) Proposed Measures to Assess Performance of One-Stop Career Centers and to Determine Whether Outcomes were Achieved and Consequences for Failing to Meet Them

In addition to the measures being developed for SB 645, which will be used to measure the effectiveness of local One-Stop Center third party evaluation will be conducted each year, focusing on process and implementation issues. Continuous improvement is fundamental to the performance accountability system. Local Centers will be required to have mechanisms in place to continuou refine and improve services in response to both customer feedback and changing local conditions. Customer satisfaction and othe outcome measures will provide information on service provider and Center performance that can be used to identify where Centers service providers are successful and, conversely, where technical assistance should be directed for those that are less successful.

Cost and service effectiveness: The System will have a mechanism to compare cost and service effectiveness, e.g., reduced public expenditures or return on public investments across programs. The mechanism will facilitate continuous quality improvement an productivity gains over time, accompanied by lowered costs when possible. When applying cost effectiveness measures to Cente special adjustments will be made for those serving high-barrier, high-cost populations.

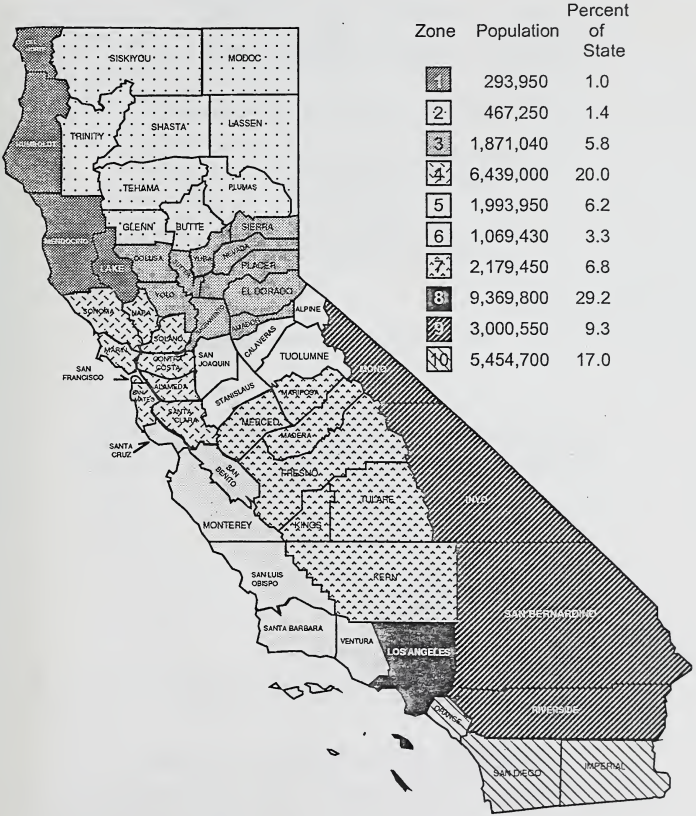
Access measures: These measures reflect the extent to which diverse populations, individuals with barriers to employment, and employers are able to gain access to and receive service from various programs in their local One-Stop area, with respect to their percentage distribution in the local population.

California will be developing a program of incentives and sanctions during the three-year implementation period. Incentives and sanctions will not be applied to service providers during the first two years, when benchmark performance data will be collected.

(3) Other Measures to Ensure Accountability, Integrity, High Performance

As described above, the State will commission a third party contractor to conduct an evaluation of the effectiveness of the One-Stop System in California. The State is committed to working with DOL and other implementation states in this area. In addition, we are committed to applying the information and products developed by the DOL-sponsored Workforce Development Performance Measures Initiative. Although not selected as a member of the Initiative's policy committee, we hope to participate as a member of one of the four work groups.

California One-Stop Career Center System Investment Zones



Zone	Population	Percent of State
1	293,950	1.0
2	467,250	1.4
3	1,871,040	5.8
4	6,439,000	20.0
5	1,993,950	6.2
6	1,069,430	3.3
7	2,179,450	6.8
8	9,369,800	29.2
9	3,000,550	9.3
10	5,454,700	17.0



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PRIVATE INDUSTRY COUNCIL
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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460

DATE:	Tuesday, September 10, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between Fourth & Fifth streets)

Revised agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

Issued September 5, 1996

If you require special accommodation due to a disability, please call Roberta Fazande at 931-7460 or TDD 749-3117 at least 72 hours in advance

Know your rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and Country exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force at 415/554-6075.

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Revised Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of September 10, 1996

1. **Public testimony on agenda items** * *

2. **Adoption of agenda** *

3. **Approval of minutes**
   For the Council's July 9 meeting (previously mailed) *

4. **Chairman's report**
   San Francisco's JTPA Alumni of the Year

5. **Forum**
   Self-Sufficiency Project — Maurice Lim Miller, Executive Director, Asian Neighborhood Design (previously mailed)

6. **Committee reports**
   a. Jobs For Youth — Craig Wolfson
   b. Nominating Committee (previously mailed) — Steve Coulter
   c. Planning Committee (previously mailed) — Brent Andrew
      1. Recommendations for funding of Homeless Employment Collaborative *
      2. Recommendations for Adult & Youth Employment Competencies (AECs & YECs) *
   d. Refugee Committee (previously mailed) — Jack Fitzpatrick *

7. **Staff reports**
   a. Status of waivers of requested provisions of the Job Training Partnership Act & its regulation (previously mailed) — Ray Holland
   b. Status of the application for a Federal grant to serve out-of-school youths residing in San Francisco's Enterprise Community (previously mailed) — Ray Holland
   c. State application for a One-Stop Career Center System Federal grant (previously mailed) — Ray Holland *
   d. Corrective action notice

8. **President's report**
   a. Summer programs & worksite visits
   b. Post Economic Summit Group
   c. State-Approved Local Training (SALT) 1996 year-end report
   d. Audit

9. **Public testimony on non-agenda items** * *

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

JAMES FLOYD

Private Industry Council of San Francisco, Inc.



James Floyd was born in Fort Worth, Texas in 1947. He was a rebellious teen and dropped out of high school in the 10th grade. He began his first stint in prison at 21, and a life of substance abuse.

The nightmare ended in early 1994 when James was paroled and joined *Milestones*, a San Francisco residential treatment center.

Working evenings as the *Milestones*' custodian under the Federal Work Study program and the Center for Employment Training (CET), he completely turned his life around and started a new beginning. Through the CET, James then enrolled in San Francisco's Building Maintenance program.

After successfully completing his training, James accepted employment as a maintenance person at the Salvation Army's Bridgeway facility.

James also works as an on-call counselor for Haight-Ashbury's BASAN residential facility, where he provides case management and counseling to chemically addicted ex-offenders. They are fortunate to find themselves on the same road to recovery that James so successfully and proudly traveled.



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PRIVATE INDUSTRY COUNCIL
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NOTICE of a PUBLIC MEETING
of the
PRIVATE INDUSTRY COUNCIL

Please RSVP to the PIC's receptionists at 931-7460 no later than Wednesday, November 6

DATE:	Tuesday, November 12, 1996
TIME:	3:00 – 4:30 P.M.
LOCATION:	PG&E Energy Center 851 Howard Street (between Fourth & Fifth streets)

Revised agenda appears on reverse side

NOTICE TO COUNCIL MEMBERS:

Under the Brown Act, absent Council members may no longer be asked to vote by telephone or mail on action items once a meeting has been conducted. It is vital, therefore, that there be a quorum of members at each meeting so that action items may be acted upon.

Issued November 6, 1996

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Revised Agenda

PRIVATE INDUSTRY COUNCIL

Meeting of November 12, 1996

1. **Public testimony on agenda items * ***

2. **Adoption of agenda ***

3. **Approval of minutes**
   From the Council's September 9 meeting (previously mailed) *

4. **Chairman's report**
   a. Board of Director's meeting
   b. Nominations to fill Council vacancies
   c. PIC 1996 Annual Report photograph

5. **Forum**
   Michael Wald, Executive Director, San Francisco Department of Human Resources
   Welfare reform (previously mailed)

6. **Committee reports**
   a. Jobs For Youth — Craig Wolfson
   b. Planning Committee — Brent Andrew
      1. Recommendations for mid-term adjustment to the JTPA PY'96 Plan (enclosed) *
      2. Evaluation of 1996 Summer Programs (enclosed) *
   c. Refugee Committee, discretionary grant

7. **Council report**
   "Building Partnerships IV" labor, government & business conference — Brenda Cochrane

8. **Staff report**
   Approval of Labor Market Information VI contract with EDD — Greg Marutani *

9. **President's report**
   a. Introduction of PIC's new Controller Adrian Trujillo
   b. Council's 1997 planning issues & meeting dates
   c. PIC exceeded Federal performance standards for JTPA programs
   d. Visit to San Francisco Career Link by Tim Barnicle, Assistant Secretary of Labor, U.S. Department of Labor
   e. Job Corps
   f. Status of waivers of requested provisions of JTPA & its regulations

10. **Public testimony on non-agenda items * ***

* *May require action by the Council*

* * *Up to 15 minutes are scheduled for public testimony. The Chairman may set, in advance, a time limit for the testimony of individuals or organizations.*

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: COUNCIL MEMBERS **DATE:** OCTOBER 16, 1996

FROM: STEVE ARCELONA, PRESIDENT

SUBJECT: GROUP PHOTOGRAPH AT COUNCIL'S NOVEMBER 12 MEETING

We've begun planning for the Private Industry Council's 1996 Annual Report. This year, we hope to include in it a photograph of the members of the Council.

With this in mind, a photographer will be attending our November 12 Council meeting, and will be taking a group photograph of all of you sometime during the first third of the meeting (between 3:00 and 3:30 p.m.).

We'd hate to leave anybody out, so please make every effort to attend during this time.

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MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR WILLIE L. BROWN, JR.

DATE: NOVEMBER 5, 1996

FROM: BRENT ANDREW, CHAIRMAN

SUBJECT: RECOMMENDATIONS FOR THE MID-TERM ADJUSTMENT AND MODIFICATION OF THE PY'96 SUBPARTS OF SAN FRANCISCO'S PY'96-'97 JOB TRAINING PLAN

Background:

As described in the October 21st Annual Report to the Governor (mailed earlier with the meeting notice), performance in the Program Year 1995 JTPA Subparts of San Francisco's PY'94-'95 Job Training Plan were characterized by extraordinary degrees of financial and policy instabilities and the consequences of some of those instabilities have been carried-over into the current PY'96 JTPA Subparts. If not resolved now, some of those problems may affect planning for the PY'97 Modification to San Francisco's PY'96-'97 Job Training Plan, which will be commencing before the end of this month.

As a result, the following recommendations for the "Mid-Term Adjustment and Second PY'96 Modification of San Francisco's PY'96-'97 Job Training Plan" are intended:

1. to resolve as many of the remaining effects of those PY'95 problems as is possible; and

2. to adjust the current PY'96 Subparts in that Plan so that they will be better able to accommodate some of the financial and policy initiatives that should be anticipated in PY'97.

While the initial formula amounts of all allocated PY'96 monies are now firm, the following problems remain:

3. none of the subpart plans of San Francisco's PY'96-'97 Job Training Plan or of the First PY'96 Modification to it (adopted in July of this year) has been either approved or disapproved by the Governor as is required by section 105 (b) of the Act;

4. nevertheless, the State agency representing the Governor (the EDD/JTPD) has executed and provided the PIC with copies of most of the subgrant agreements implying those plans have been approved and has permitted the PIC to continue drawing down and spending monies under the modified PY'96 subpart plans that were approved by the Council and the Mayor in July;

5. there are still imbalances between the total amounts of monies that were initially made available for some of the modified PY'96 subpart plans that were approved by the Council and the Mayor in July and the aggregated amounts of monies that should have been obligated in subcontracts authorized by the Council and the Mayor for those subpart plans; and,

6. although not final, San Francisco should expect to receive some or all of the following additional JTPA monies during the remaining months of PY'96:

   a. "excess unspent PY'95 JTPA Title IIA (5%-Older Individuals Program) monies" that the State will recapture and reallocate from other California SDAs (it has already been determined that San Francisco would be eligible to receive some of those monies but the amounts and schedules for those reallocations are still unknown and cannot be estimated);

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b. PY'96 JTPA Titles IIA-IIC (5%-Incentive Award) award monies (as indicated on the sixth page of the October 21st PY'95 Annual JTPA Report to the Governor, until San Francisco's official unemployment rate for that period can be determined one cannot determine if five or more of the six performance standards specified for the two basic JTPA Titles IIA and IIC Subpart Programs were met and exceeded to qualify for a PY'96 incentive award and, if so, what the estimated amount of that award might be);

c. "excess unspent PY'95 JTPA Title IIIA (Dislocated Workers') monies" that the State will recapture from other California SDAs and possibly reallocate to San Francisco (it has already been determined that San Francisco would be eligible to receive some of those monies but the amounts and schedules for those reallocations, if there are going to be any, are still unknown and cannot be estimated); and

d. "excess unspent PY'95 JTPA Title IIIA (Dislocated Workers') monies" that the Labor Department may recapture and reallot to California from other states (if California is eligible to receive them) and, if so, that the State would then be required to reallocate to qualifying California SDAs (the amounts and schedules for both the reallotments and those potential reallocations are still unknown and cannot be estimated).

While appropriations for PY'97 have already been enacted and while the amounts of San Francisco's PY'97 formula allocations can and will be estimated, the following policy initiatives will, at minimum, need to be addressed in the First PY'97 Modification to San Francisco's PY'96-'97 Job Training Plan:

7. the federal "Welfare Reform" legislation that was enacted several months ago and, subject to the eventual plans of the State of California and of the City and County of San Francisco, that is required to be implemented starting in PY'97;

8. the "Economic Development Plans and Strategies" for the City and County of San Francisco, perhaps eleven other neighboring counties, and the State of California;

9. the "One-Stop Career Centers Systems" plans for the City and County of San Francisco, perhaps eight other neighboring counties, and the State of California;

10. the "School-to-Work" (or, in California, "School-to-Career") plans for the City and County of San Francisco, perhaps six other neighboring counties, and the State of California; and

11. the development of operational plans for a new Job Corps Center that, beginning in January 1997, will be built on Treasure Island.

The Committee believes that the following recommended modifications to the PY'96 Subparts of San Francisco's PY'96-'97 Job Training Plan will position those programs to address those PY'97 policies issues and initiatives best.

The PY'96 JTPA Title IIA (77%-Basic Adult Year-Round Training) Subpart:

The amounts of all monies so far set aside in all "prime subcontracts" for the "individual referral classroom training", "individual on-the-job (OJT) training", and "childcare services" subaccounts in this subpart account have already been obligated in executed subcontracts for the remainder of PY'96.

Because "prime subcontractors" in this subpart account already have the capacities to develop and execute additional "individual referral classroom training", "individual on-the-job (OJT) training", and "childcare services" subcontracts during the remainder of PY'96, the Committee is recommending that:

13. the total amount of available funds in this subpart account be increased by approximately $181,000 by transferring to it, subject to the Governor's approvals:

a. approximately $31,000 of still-unobligated funds in the JTPA Title IIC (82%- Basic Youth Year-Round Training) Subpart Account; and

b. approximately $150,000 of still-unobligated funds in the JTPA Title IIIA (60%-Formula Dislocated Workers) Subpart Account; and

14. those funds be budgeted in the "individual referral classroom training pool", "individual on-the-job (OJT) training pool", "childcare services", and the "administrative cost pool" (ACP) subaccounts in that subpart account as described in the first attachment to finance approximately half of the aggregate excess capacity of "prime subcontractors" until about January or February of 1997; and,

15. based on PY'96 expenditures accrued by December 31st of this year, identify all potential under-expenditures in this subpart account and, in January or February of 1997, reallocate them to the same set aside subaccounts for full services for the remainder of PY'96.

The PY'96 JTPA Title IIA (5%-Older Individuals Program) Subpart:

Since neither the amount of additional reallocated funds for this subpart account nor the possible date of their availability can be estimated, the Committee is unable to recommend any modification to this subpart even though one of the "prime subcontracts" under it is only financed for the first six months of PY'96. Recommendations for modifying this subpart account, taking into account reallocated funds and the impact of "Welfare Reform" legislation, may be available at a later date.

The 1996 JTPA Title IIB (Summer Youth Employment and Training Program) Subpart:

As of September 30th, all available funds in this subpart account (approximately $2.4 million) were still obligated and, of that, a little over $200,000 were still reported as not having been liquidated yet. Since neither that subpart account nor any subcontracts in it are scheduled to be closed out before December 31st, since many of the final invoices for that short-term and intense program have still not been submitted or paid, and since, at minimum, at least $100,000 of those funds are estimated to be needed to develop and begin implementing the 1997 JTPA Title IIB (SYETP) early next year (i.e., before 1997 SYETP funds are allocated), the Committee is not recommending any modifications to this subpart account at this time.

The PY'96 JTPA Title IIC (82%-Basic Youth Year-Round Training) Subpart:

As of September 30th, there were still approximately $79,000 of these funds remaining unobligated as a combined result of the rescission of approximately 75% of these funds in early PY'95 and of the attempt to transfer to this subpart account $300,000 of "allowable unspent 1995 SYETP funds" and of the only partly successful attempt to obligate and spend that amount in the last six months of PY'96.

The Committee is recommending that approximately $33,000 of these unobligated funds be transferred to the JTPA Title IIA (77%-Basic Adult Year-Round Training) Subpart Account and that the remaining $46,000 be obligated in three subcontracts and an "individual referral classroom training pool" subaccount it to recruit, enroll, and train additional out-of-school, eligible youths during the remaining months of PY'96. Please refer to the attachment for this subpart account for details.

The PY'96 JTPA Titles IIA-IIC (5%-Incentive) Subpart:

Since neither the amount of a potential incentive award nor the possible date of its availability can be estimated at this time, the Committee is unable to recommend any modification to this subpart at this time.

Instead, the Committee recommends that, in preparation for the PY'97 Modification to San Francisco's PY'96-'97 Job Training Plan, the Council's Evaluation Committee should review both the Joseph S. Bailey Memorial Program and the related Summer Training and Education Program (STEP) before proceeding, especially in light of the policy initiatives described in items numbered 7 to 11 of this report.

The PY'96 JTPA Titles IIA-IIC (8%-GAIN) Project:

While all available PY'96 funds in this subpart account have been obligated in the subcontracts previously approved by the Council and the Mayor to provide remedial education and limited job development and placement services to recipients of Aid to Families with Dependent Children (AFDC) who the San Francisco Department of Human Services (SFDHS) has enrolled in its GAIN Program and referred to the PIC and its subcontractors and while there are no additional funds that are currently projected to become available during the remainder of PY'96 for this subpart, potentially this subpart plan should receive the greatest attention for modification because of the recently-enacted federal "Welfare Reform" legislation.

However, since neither the State nor the SFDHS has had time to develop their plans for implementing that new federal legislation, since the latter's plan will be dependent in part of the recommendations of the City's "Welfare Reform Task Force" in which the PIC will be an active participant, and since any modification to this subpart plan would necessarily be dependent on agreements with both the SFDHS and the State Department of Education, the Committee is unable to recommend any modifications at this particular time. It is, however, possible that, before the end of PY'96, recommended modifications to this subpart for not only the remainder of PY'96 but for PY'97 and subsequent years will become available.

Three PY'96 JTPA Titles IIA-IIC (8%-SECG) "School-to-Work" Projects:

The Committee is not recommending any modifications for any of the following three "School-to-Work" Projects, all obtained as a result of a statewide competition conducted between February and August of 1996 by the State Department of Education:

16. a carpentry and cabinet-making project involving the PIC, Asian Neighborhood Design, and the San Francisco Unified School District's John O'Connell High School;

17. a project involving the PIC, its Jobs For Youth Program, the SFUSD's Academies of Finance and of Tourism and Trade, the Mayor's Youth Employment and Education Program, and New Ways Workers; and

18. a licensed vocational nursing program for refugees from the former Soviet Union involving the PIC, the City College of San Francisco, Jewish Vocational Service, and the University of California-Mt. Zion Medical Center.

The PY'96 JTPA Title IIIA (60%-Formula Dislocated Workers) Subpart:

As of September 30th, there was still slightly over $200,000 of these funds remaining unobligated while less than half of that amount was already committed (but not yet obligated) in proposed "individual referral classroom retraining" subcontracts for workers who had just been dislocated. Despite a continued need for all of these unobligated funds for additional workers who are anticipated to be dislocated during the remaining months of PY'96 (more likely before December 31st of this year), the Committee is recommending that approximately $150,000 of those funds be immediately transferred to the JTPA Title IIA (77%-Basic Adult Year-Round Training) Subpart, subject to the Governor's approval (which could be a problem), because those needs are less speculative at this time. This would eliminate services for any additional dislocated workers during the remainder of PY'96 subject to the two possible reallocations described in items numbered 14 and 15 of this report. Please refer to the attachments for the JTPA Titles IIA (77%-Basic Adult Year-Round Training) and IIIA (60%-Dislocated Workers)Subpart Accounts for details.

Other PY'96 JTPA Title IIIA (40%-Discretionary) Projects:

The Committee is not recommending modifications of the JTPA Title IIIA (40%-Base Closure) or (40%-Rapid Response) Project Plans at this time. The former, which was initially authorized to serve workers dislocated by the closure of the Presidio Army Base, is now authorized to continue services to the few former Presidio employees who are still receiving retraining services but also to provide services to employees at the Treasure Island Naval Station or its annex, the Hunters Point Shipyard, who will be dislocated.

Additional Recommendations with respect to Probationary Subcontractors:

At the July meeting of the Council, four subcontractors were placed on probation based on their performance for all of PY'94 and the first three quarters of PY'95. Prior to that meeting, the Planning Committee had directed PIC Staff to reevaluate the subsequent performance of each of these subcontractors in October to determine whether funding should be continued.

The four subcontractors placed on probation were:

19. in the JTPA Title IIA (77%-Basic Adult Year-Round Training) Subpart:

    a. the Bay Area Urban League (BAUL);

    b. the Chinatown American Cooks School (CACS);

    c. the Oceanview, Merced, Ingleside Community Association (OMICA); and,

20. under the JTPA Title IIIA (60%-Formula Dislocated Workers) Subpart:

    a. the Community Housing Partnership(CHP).

Staff reviewed the performance of each of the four subcontractors for all of PY'95 and the first three months of PY'96 using achievement of at least 70% of their subcontract goals as the threshold criterion.

Although none of the four subcontractors achieved at least 70% of their PY95 subcontract goals, the Committee is recommending:

21. that BAUL be taken off probation because it is achieving at least 70% of their PY'96 subcontract goals; and

22. that CACS, OMICA, and CHP be continued on probationary status until December 31st of this year and then reevaluated in January or February of 1997 to determine whether or not funding should be continued.

Please let PIC Staff know prior to the November 12th meeting of the Council if there is specific additional information that you have already identified as being needed. Otherwise, representatives of the Planning Committee will attempt to answer any and all questions that are raised.

cc: Members of the Planning Committee
PIC Staff
All PIC Subcontractors
Scott Winkler, EDD/JTPD
Mary Ann Goodwin, CDE/EPU

Attachments

JOB TRAINING PARTNERSHIP ACT

Title II-A 77% Basic Adult

Grant Funds Available		Proposed Δ	Adj. Revenue
PY'96 Formula Allocation =	2,343,212	0	2,343,212
PY'95 First-in First-out (FIFO) =	0	0	0
Proposed Fund Transfer from IIC =	0	30,942	30,942
Proposed Fund Transfer from IIIA =	0	150,000	150,000
Total PY'96 Revenue =	**2,343,212**	180,942	**2,524,154**

Obligations approved by the Mayor and Council on July 9, 1996

Enr. Level	Activity	Subcontractor / Budget Item		Acronym	Planned Obligations	Mid-term Recommendations: Mid-term Revision	Rev. Planned Obligations
32	Individual Referral	Jewish Vocational Service	(excl. IR Pool)	JVS	55,180	0	55,180
28		Career Resources Dev. Center	(excl. IR Pool)	CRDC	34,788	0	34,788
15		Third Baptist Church	(excl. IR Pool)	TBC	32,148	0	32,148
12		* Bay Area Urban League	(excl. IR Pool)	BAUL	31,126	0	31,126
		IR Pool (Training Reimbursement)		IR Pool	118,459	43,281	161,740
25	Occup. Classroom Training	Asian Neighborhood Design		AND	69,488	0	69,488
14		Mission Hiring Hall / SOMEC		MHH / SOMEC	37,661	0	37,661
20		City College of San Francisco		CCSF/JAC	46,783	0	46,783
20		San Francisco Vocational Services		SFVS	70,787	0	70,787
7		Center for Employment Training		CET	47,100	0	47,100
22		* Chinatown American Cooks School		CACS	56,588	0	56,588
47	Occup. ESL	Korean Center, Inc.		KCI	136,807	0	136,807
49		Career Resources Development Center		CRDC	146,765	0	146,765
47		Mission Language & Vocational School		MLVS	114,555	0	114,555
20	On Job Training	S.F. Vocational Services	(excl. OJT Pool)	SFVS	53,962	0	53,962
34		Arriba Juntos	(excl. OJT Pool)	AJ	94,036	0	94,036
19		No. California Service League	(excl. OJT Pool)	NCSL	36,727	0	36,727
26		Jewish Vocational Service	(excl. OJT Pool)	JVS	53,574	0	53,574
48		Swords to Plowshares	(excl. OJT Pool)	STP	144,952	0	144,952
33		* Bay Area Urban League	(excl. OJT Pool)	BAUL	101,215	0	101,215
14		* OMICA	(excl. OJT Pool)	OMICA	91,278	0	91,278
		OJT Pool (Employer Reimbursement)		OJT Pool	128,788	80,000	208,788
	Cost Pools	Children's Council (Providers' costs)		CCSF-P	130,456	0	130,456
		Children's Council (Operating expense)		CCSF-O	18,137	28,000	46,137
		Supportive Services (Transportation etc.)			47,347	0	47,347
		Public Media Center (Employer Outreach)		PMC	15,379	0	15,379
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)			72,549	0	72,549
		Administration		ACP	356,577	29,661	386,238
532				Program Year Budget =	2,343,212	180,942	2,524,154
		* Probationary subcontractor.		Deficit =	0	Deficit =	0

Title II-A 5% Older Indiv.

	Grant Funds Available
PY'96 Formula Allocation =	315,681
PY'95 FIFO =	0
Total PY'96 Revenue =	315,681

No change.

Budgets remain as approved by the Mayor & Council on July 9, 1996

Obligations approved by the Mayor and Council on July 9, 1996

Enr. Level	Activity	Subcontractor / Budget Item	Acronym	Planned Obligations
66	OESL	Self-Help for the Elderly	SHE	152,243
14	OESL	Korean Center, Inc.	KCI	37,973
18	OCT	Renaissance Experience Plus	REP	50,270
	Cost Pools	Supportive Services (Transportation etc.)		14,598
		Public Media Center (Employer Outreach)		2,881
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)		16,000
		Administration	ACP	41,716
98		Program Year Budget =		315,681
		Deficit =		0

Titles II-A/C 5% Incentive

	Grant Funds Available	Proposed Δ	Adj. Revenue
PY'95 Incentive Award =	67,438	0	67,438
PY'94 FIFO =	2,690	33,044	35,734
Total PY'96 Revenue =	70,128	33,044	103,172

Obligations approved by the Mayor and Council on July 9, 1996

Mid-term Recommendations

Enr. Level	Activity	Subcontractor / Budget Item	Acronym	Planned Obligations	Mid-term Revision	Rev. Planned Obligations
10	BRE	PHCDC Potrero Hill Community Dev. Corp.	PHCDC	32,734	0	32,734
	STEP	PIC/SFUSD STEP SYS Mentor Tutors	SYS	11,841	26,436	38,277
	Cost Pools	Children's Council (Providers' costs)	CCSF-P	3,179	0	3,179
		Children's Council (Operating expense)	CCSF-O	1,154	0	1,154
		Supportive Services (Transportation etc.)		3,496	0	3,496
		Public Media Center (Employer Outreach)	PMC	2,338	0	2,338
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)		5,000	0	5,000
		Administration		10,386	6,608	16,994
10		Program Year Budget =		70,128	33,044	103,172
		Deficit =		0	Deficit =	0

Title II-C 82% Basic Youth

	Grant Funds Available	Proposed Δ	Adj. Revenue
PY'96 Formula Allocation =	309,425	0	309,425
Proposed Fund Transfer to IIA =	0	-30,942	-30,942
PY'95 FIFO =	71,533	79,793	151,326
Total PY'96 Revenue =	**380,958**	48,851	429,809

Obligations approved by the Mayor and Council on July 9, 1996

Mid-term Recommendations

Enr. Level	Activity	Subcontractor / Budget Item	Acronym	Planned Obligations	Mid-term Revision	Rev. Planned Obligations
11+2	IR	Career Resources Dev. Center (excl. IR Pool)	CRDC	14,271	8,692	22,963
	IR Pool	IR Pool (Training Reimbursement)	IR Pool	33,699	5,970	39,669
24	OCT	Asian Neighborhood Design	AND	87,300	0	87,300
8+3	OCT	Mission Hiring Hall / SOMEC	MHH / SOMEC	19,990	8,300	28,290
3	OCT	San Francisco Vocational Services	SFVS	8,886	0	8,886
33+5	OESL	Mission Lang. & Voc. School	MLVS	66,672	10,102	76,774
19	OESL	Community Educational Services	CES	49,196	0	49,196
	Cost Pools	Children's Council (Providers' costs)	CCSF-P	19,550	0	19,550
		Children's Council (Operating expense)	CCSF-O	4,949	0	4,949
		Supportive Services (Transportation etc.)		10,679	0	10,679
		Public Media Center (Employer Outreach)	PMC	0	0	0
	PIC, Inc.	Operations (Intake, Certification, Employer Outreach)		11,609	8,138	19,747
		Administration		54,157	7,649	61,806
46		Program Year Budget =		**380,958**	48,851	429,809
		Deficit =		0	Deficit =	0

Titles II-A/C 8%-50% SECG/GAIN

	Grant Funds Available
PY'96 Formula Allocation =	94,341
PY'96 State Match Allocation =	94,341
PY'95 FIFO =	0
Total PY'96 Revenue =	**188,682**

Enr. Level	Activity	Subcontractor / Budget Item	Acronym	Planned Obligations
17	BRE/OCT	Arriba Juntos	AJ	65,903
19	BRE/OCT	The Family School	TFS	85,311
		Public Media Center (Employer Outreach)		2,200
		Operations (Intake, Certification, Employer Outreach)		10,298
		Administration		24,970
36		Program Year Budget =		188,682
		Deficit =		0

No change.

Budgets remain as approved by the Mayor & Council on July 9, 1996

Title III-A 60% Formula Alloc.

Grant Funds Available		Proposed Δ	Adj. Revenue
PY'96 Formula Allocation =	1,711,647	342,329	2,053,976
Proposed Fund Transfer to IIA =	0	-150,000	-150,000
	1,711,647	192,329	1,903,976

Enr. Level	Subcontractor / Budget Item		Acronym	Planned Obligations	Mid-term Revision	Rev. Planned Obligations
Homeless	Arriba Juntos	(excl. IR/OJT Pools)	AJ	137,911	0	137,911
	Glide Foundation	(excl. IR/OJT Pools)	GLIDE	83,567	0	83,567
	No. Calif. Service League	(excl. IR/OJT Pools)	NCSL	42,120	0	42,120
	Goodwill Industries	(excl. IR/OJT Pools)	GOODWILL	66,690	0	66,690
	* Community Housing Partnership	(excl. IR/OJT Pools)	CHP	69,247	0	69,247
	Homeless IR/OJT Pools (Training Reimbursement)			235,500	0	235,500
	IR Setaside			436,770	163,480	600,250
	Career Link (Assessment Center)			50,000	0	50,000
	Children's Council (Providers' costs)			109,545	0	109,545
	Children's Council (Operating expense)			27,386	0	27,386
	Supportive services (Transportation, health, etc.)			51,349	0	51,349
	Public Media Center (Employer Outreach)			25,000	0	25,000
	Operations (Intake, Eligibility Certification, Employer Outreach)			119,815	0	119,815
	Administration, PIC and Subcontractors			256,747	28,849	285,596
			Program Year Budget =	1,711,647	192,329	1,903,976
	* Probationary subcontractor.		Deficit =	0	Deficit =	0

Subcontractor: **Chinatown American Cooks School** Activity: **OCT**

Subpart: **JTPA Title II A 77% Adult**

		PY'95 12 months	PY'96 3 months
Expenditure	Actual	$75,451	$14,058 *
	Plan	$75,451	$56,579
	% of Plan	100%	25%
Enrollments	Actual	21	5
	Plan	30	12
	% of Plan	70%	42%
Placements	Actual	17	0
	Plan	27	0
	% of Plan	63%	N/A
Placement Rate	Actual	81%	N/A
	Plan	91%	N/A
Positive Term. Rate	Actual	95%	N/A
	Plan	95%	N/A
AEEs/YEEs	Actual	18	0
	Plan	21	0
	% of Plan	86%	N/A
Wage Rate	Actual	$8.43	NA
	Plan	6.25	N/A
	% of Plan	135%	N/A
Characteristics (Emphasis Groups)			
Hard-to-Serve (actual/plan)		21/24	5/22 *
Non-traditional jobs for women		NA	NA
Homeless		NA	NA

* 3 month actual vs 12 month plan.

Chinatown American Cooks School (CACS) operates an occupational classroom training program for adults with an emphasis on the culinary fields.

For PY '95-'96 the CACS ended the contract year achieving its enrollment goal; 70% (21/30), but not its placement goal; 63% (17/27). As of September 30, 1996, the CACS is still behind with enrollments, 42% (5/12). No placements were scheduled for the period. As one of four Subcontractors on probation, CACS needed to achieve 70% of its Subcontract goals for FY '95-'96 and during the first 3 months of FY '96-'97, to be considered for continued funding. CACS staff are aware that they are behind in their enrollment schedule, but assures staff that they will be on target by the end of October. As of October 28, 1996 the CACS staff had enrolled two more participants but is still below the 70% goal. CACS staff still needs to pay close attention to attending all required meetings.

PIC recommends that CACS remain on probation through December 31,1996 and if it does not achieve 70% of its PY '96-97' contract goals by that time, that it be reevaluated in January /February 1997 to determine whether or not funding should be continued.

Subcontractor: **Bay Area Urban League** Activity: IR

Subpart: **JTPA Title II A 77% Adult**

		PY'95 12 months	PY'96 3 months
Expenditure	Actual	$34,544	$5,911 *
	Plan	$36,147	$31,126
	% of Plan	96%	19%
Enrollments	Actual	13	5
	Plan	14	6
	% of Plan	93%	83%
Placements	Actual	5	0
	Plan	11	0
	% of Plan	45%	N/A
Placement Rate	Actual	38%	N/A
	Plan	82%	N/A
Positive Term. Rate	Actual	85%	N/A
	Plan	86%	N/A
AEEs/YEEs	Actual	11	0
	Plan	11	0
	% of Plan	N/A	N/A
Wage Rate	Actual	$8.10	N/A
	Plan	$8.00	N/A
	% of Plan	101%	N/A
Characteristics (Emphasis Groups)			
Hard-to-Serve (actual/plan)		13/14	4/12 *
Non-traditional jobs for women		NA	N/A
Homeless		1/1	N/A

*3 month actual vs 12 month plan.

Bay Area Urban League (BAUL) operates an Individual Referral (IR) training and OJT program with an emphasis on serving the African American population. This is BAUL's third year operating an IR training program.

For the IR component PY'95-'96 BAUL ended the contract year achieving its enrollment goal; 93% (13/14), but did not achieved its placement goals; 45% (5/11). As of September 30, 1996, BAUL has met its enrollment goals 83% (5/6). No placements were planned for the period.

As one of the four subcontractors on probation, BAUL needed to achieve 70% of all Subcontract goals for FY '95-'96 and during the first three months of FY '96-'97, to be considered for continued funding.

BAUL had several staff turnovers during the year, but currently staff has stabilized and as a result of this stabilization, BAUL has demonstrated a marked improvement in achieving its contract goals. Staff is both cooperative and willing to respond to any needs and/or concerns of the PIC staff. BAUL staff still needs to pay close attention to submitting the forms and documents in a timely manner. (Also see evaluation for On-The-Job Training component.)

PIC staff recommends that BAUL be taken off probation.

Subcontractor: **Bay Area Urban League** Activity: **OJT**

Subpart: **JTPA Title IIA 77% Adult**

		PY'95 12 months	PY'96 3 months
Expenditure	Actual	$134,177	$19,571*
	Plan	$134,953	$101,215
	% of Plan	99%	19%
Enrollments	Actual	27	6
	Plan	44	6
	% of Plan	61%	100%
Placements	Actual	19	0
	Plan	36	0
	% of Plan	53%	NA
Placement Rate	Actual	70%	NA
	Plan	82%	NA
Positive Term. Rate	Actual	74%	NA
	Plan	93%	NA
AEEs	Actual	20	0
	Plan	27	0
	% of Plan	74%	NA
Wage Rate	Actual	$8.61	NA
	Plan	$6.25	N/A
	% of Plan	138%	NA
Characteristics (Emphasis Groups)			
Hard-to-Serve (actual/plan)		21/39	5/23*
Non-traditional jobs for women		4/2	0/1*
Homeless		8/4	0/2*

* 3-month actual vs 12-month plan

In PY '95, Bay Area Urban League (BAUL) operated an On-the-Job training and an IR training program with an emphasis on serving the African-American population.

For the OJT component, BAUL ended the contract year not achieving any of its contract goals; enrollments were 61% (27/44) and placements were 53% (19/36) of goal. As of September 30, 1996 BAUL has met its enrollment goal of 100% (6/6). No placements were planned for the period.

As one of four subcontractors on probation, BAUL needed to achieve 70% of its contract goals for PY '95-'96 and the first three months of PY '96-'97, to be considered for continued funding.

BAUL had several staff turnovers during the year, but currently the staff has stabilized. As a result, BAUL has demonstrated a marked improvement in achieving its contract goals. BAUL staff is both cooperative and willing to respond to any needs and or concerns from PIC staff. BAUL still needs to pay close attention to submitting forms and documents in a timely manner. (Also see evaluation for individual referral program.)

PIC staff recommends that BAUL be taken off probation.

Subcontractor: **OMICA** Activity: **OJT**

Subpart: **JTPA Title IIA 77% Adult**

		PY'95 12 months	PY'96 3 months
Expenditure	Actual	$121,703	$0
	Plan	$121,703	$91,278
	% of Plan	100%	0%
Enrollments	Actual	9	NA
	Plan	19	NA
	% of Plan	47%	NA
Placements	Actual	8	NA
	Plan	14	NA
	% of Plan	57%	NA
Placement Rate	Actual	89%	NA
	Plan	74%	NA
Positive Term. Rate	Actual	89%	NA
	Plan	79%	NA
AEEs	Actual	8	NA
	Plan	12	NA
	% of Plan	67%	NA
Wage Rate	Actual	$9.56	NA
	Plan	$6.25	NA
	% of Plan	153%	NA
Characteristics (Emphasis Groups)			
Hard-to-Serve (actual/plan)		8/19	NA
Non-traditional jobs for women		1/3	NA
Homeless		0/1	NA

Oceanview, Merced, Ingleside Community Association (OMICA) operates an On-the-Job training program for African-American residents of Oceanview, Ingleside, Visitacion Valley, and Bayview Hunters Point.

OMICA ended the contract year not achieving any of its contract goals; enrollments were 47% (9/19) of goal and placements were 57% (8/14) of goal. Due to the delays from OMICA in resolving documentation issues which were identified in a PIC fiscal monitoring review, the PIC has not entered into a contract with OMICA for PY'96-'97. During the first fiscal review, PIC's fiscal staff found OMICA's documentation of fiscal transactions were incomplete or not on file. The transaction items included staff payroll records and receipts for purchases of equipment, materials and other services. A second review conducted by PIC staff has resolved all the above mentioned documentation issues.

In addition, OMICA has no current audit on file; before the PIC will enter into a contact with the OMICA, it must show evidence through a signed letter from an accounting firm that an audit which complies with OMB circular A-133 will be performed. OMICA staff has not attended any of the required PIC meetings since the beginning of PY '96-'97. They also did not submit last program year's paperwork in a timely manner.

As one of the four subcontractors on probation, OMICA needed to achieve 70% of its contract goals for PY'95-'96 and during the first 3 months of PY '96-'97, to be considered for continued funding. In light of the fiscal and programmatic concerns, the PIC staff is recommending the OMICA continue to be on probation through December 31, 1996. If OMICA does not achieve 70% of its PY '96-'97 contract goals by that time, then its program will be reevaluated in January/February 1997 to determine whether or not funding should be continued.

Subcontractor: **Community Housing Partnership** Activity: **OJT**

Subpart: **JTPA Title III Homeless**

		PY'95 12 months	PY'96 3 months
Expenditure	Actual	$78,471	$15,433 *
	Plan	$86,567	$69,247
	% of Plan	91%	22%
Enrollments	Actual	6	0
	Plan	13	3
	% of Plan	46%	0%
Placements	Actual	5	0
	Plan	10	0
	% of Plan	50%	N/A
Placement Rate	Actual	83%	N/A
	Plan	77%	N/A
Positive Term. Rate	Actual	83%	N/A
	Plan	77%	N/A
AEEs/YEEs	Actual	NA	NA
	Plan	NA	NA
	% of Plan	NA	NA
Wage Rate	Actual	$8.58	NA
	Plan	$6.50	NA
	% of Plan	132%	NA
Characteristics (Emphasis Groups)			
Hard-to-Serve (actual/plan)		6/13	0/13*
Non-traditional jobs for women		NA	NA
Homeless		6/13	0/13*

*3 month actual vs 12 month planned data

The Community Housing Partnership (CHP) operates an on-the-job training (OJT) program with emphasis on assisting homeless, long-term unemployed adults transition into employment.

CHP did not meet 70% of its subcontract goals for PY 95; enrollments were 46% (6/13) of goal and placements were 50% (5/10) of goal. Also during the first three months of the PY 96, CHP certified three (3) participants but none were enrolled. CHP did not plan any placements during that period. As of October 28, 1996, CHP has enrolled one (1) participant but it is still below the 70% enrollment goal.

A corrective action notice was issued to CHP in March 1996. Subsequently, several meetings were held with CHP and PIC staff to devise a plan to help CHP run a successful program. It should be noted that out of the six participants who completed the program, five secured jobs.

CHP is still encountering difficulties securing OJT contracts with at least a twenty hour work week, which is one of the reasons why it has not enrolled any participants during the first quarter. PIC staff has requested another meeting with CHP to help its staff meet its contracted goals. CHP staff is both cooperative and willing to respond to any needs and or concerns from PIC staff.

PIC recommends that CHP continue its probation status until December 31, 1996. If CHP does not achieve 70% of its PY'96-'97 contract goals by that time, then it will be reevaluated in January/February 1997 to determine whether or not funding should be continued.

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: COUNCIL MEMBERS **DATE:** SEPTEMBER 20, 1996

FROM: STEVE ARCELONA, PRESIDENT

SUBJECT: NAPIC REPORT ON WELFARE REFORM

The welfare reform bill recently passed by Congress and signed by the President is widely considered the most significant change to these program since they began in the 1930s.

As a member of the National Association of Private Industry Councils, the PIC of San Francisco regularly receives reports and updates on legislation impacting private industry councils nationwide. The attached report from NAPIC, dated September 12, concerns welfare reform and the challenges it poses for PICs, including San Francisco. I believe you will find it enlightening.

I hope to feature welfare reform during the Forum section of our November 12th Council meeting.

I will continue to keep you posted on developments regarding this matter as they develop.

cc: PIC subcontractors
PIC staff

enclosure

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403

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September 12, 1996

Mr. Steve Arcelona
President
Private Industry Council of
San Francisco, Inc.
745 Franklin Street, Suite 400
San Francisco, CA 94102-3117

Dear Mr. Arcelona:

Even though new federal welfare legislation goes into effect in three weeks, most states are not yet certain how they will implement many of the law's key components. The ideological bickering among Democrats over whether President Clinton should have signed the bill and the concern among Republicans that Clinton will rob them of the credit they deserve among the electorate for passing the bill, are a short-lived side show for administrators who must design an effective welfare system under the new rules. These administrators confront the simple fact that 25 percent of welfare recipients must be working in jobs or participating in "work activities" at least 20 hours per week by next July. And, this is but one among dozens of mandates that must be met over the next several years.

The new welfare structure is widely viewed as the biggest change in federal social policy in the past half-century. "The Personal Responsibility and Work Opportunity Reconciliation Act of 1996"—there can be no doubt that the name was coined by a committee—ends the open-ended federal entitlement program of Aid to Families with Dependent Children and creates a block grant for states to provide time-limited cash assistance to needy families. The legislation also makes far-reaching changes to child care, the Food Stamp Program, Supplemental Security Income for children, benefits for legal immigrants, and the Child Support Enforcement program. While the legislation will save $54.5 billion over six years, the majority results from changes in the Food Stamp Program and reductions in benefits for legal immigrants.

PIC members will want to focus on several of the goals and requirements of the new welfare-to-work system. As they do, three points will stand out: (1) private sector jobs—lots of them—are the *sine qua non* of this social experiment. (2) PICs/workforce development boards, the voice of business in workforce preparation, will be called upon to help with the necessary training and job placement for welfare recipients. They will be called upon to help meet the law's placement goals through their oversight of public sector placement agencies—One-Stop Career Centers and local employment service offices—as well as their direct relationships with the employer community. While training will be deemphasized in favor of rapid work attachment, it will nonetheless remain an important strategy for some participants (private sector on-the job training and jobs supported through work supplementation described below may become important training strategies). (3) The political pressure over welfare now moves to the state level—public expectations of results may give new energy to job training consolidation and the development of workforce boards at the state and local levels (even though these issues are dead at the national level for now). In any case, PICs and employers can expect calls for support.

Point One: The biggest challenge is clearly jobs; subsidized, unsubsidized, public and private jobs. To anticipate how states might approach the challenge of finding sufficient private sector jobs, we need only look to the President. On Tuesday in Kansas City, he announced a nationwide effort to recruit businesses to hire welfare recipients. The effort will be led by two Fortune 500 executives—Bill Esrey, chairman of Sprint Corporation, and Robert Shapiro, president of Monsanto Company. Clinton will host a White House meeting with CEOs in several weeks to discuss strategies for a large scale hiring campaign. (As an aside, NAPIC is working to ensure that these CEOs include some who are members of PICs and state councils so that existing private sector leadership is involved in setting any strategies.)

According to an article in *The Washington Post*, Clinton later the same day encouraged governors to involve their business communities in a similar fashion. "I believe that every employer who has ever said a disparaging word about the welfare system ... should be challenged to assume the responsibilities to help be a part of the solution," Clinton told the Southern Governors Association. In particular, he encouraged all 50 states to adopt an approach called wage supplementation now being tried in a dozen states. Under this approach, states give a portion of the federal welfare funds that would have gone to a family to an employer who hires the welfare recipient. One might call it a form of on-the-job training; however, wage supplementation does not necessarily require training in exchange for the subsidy.

Point Two: PICs are the voice of business in workforce preparation. Whether wage supplementation is a large-scale solution or not, PICs oversee a major portion of the workforce development system and they represent the private sector when it comes to training and placing workers in entry level jobs. Many PICs already are involved in discussions at the state and local levels seeking new systems and programs for welfare recipients. All PICs need to be a part of these discussions. And PIC members need to understand the overall requirements of the law in order to make informed decisions on the roles of PICs and of businesses in the new world of welfare-to-work.

Key elements of the new law become effective July 1, 1997, although a state may transition sooner, after allowing a 45 day comment period. On one hand, states may use block grant funds in any "manner reasonably calculated to accomplish the purpose of the [law]." On the other hand, the federal government has mandated a number of "do's" and "don'ts" for states. For example, adults in families receiving cash assistance are required to participate in work activities after receiving assistance for 24 months (some exemptions are available) and must participate in community service within two months of receiving benefits (states can opt out of this requirement). Most significant for PICs, states must achieve minimum "work participation rates" that start at 25% next year and increase 5% each year until reaching 50% in 2002.

To achieve these participation rates, an individual must "work" in one or more of several defined ways. These include tradition activities that you would think of as work: unsubsidized employment, subsidized private or public sector employment, work experience if sufficient private sector employment is not available, on-the-job training, job search and job readiness assistance (for a limited amount of time), and work in community service programs. In addition, education and training may count as "work," including vocational education training not to exceed 12 months and job skills training directly related to employment (the difference between the two is not explained in the bill). For those still in high school as well as dropouts, secondary education and preparation for a GED also will count as work.

In 1997 and 1998 individuals must "work" 20 hours per week; in 1999 this standard is increased to 25 hours; and in 2000 the minimum becomes 30 hours. For two-parent families, participation is set at 35 hours in all years. By taking the required participation rates, the activities which count as work, and the minimum standards for hours per week each individual must work, one has the parameters necessary for designing welfare-to-work strategies and programs.

In addition to mandatory participation requirements, services are life-time limited to 60 months (whether consecutive or not). The limitation applies to the entire household and to all forms of federal welfare assistance. States may exclude 20% of families from the five-year limit for reasons of hardship.

Point Three: The realities of the labor market will endure and welfare programs cannot alter this fact. Employers need qualified workers and will hire the most qualified available candidate more often than not. Thirty years of job training efforts clearly demonstrate that corporate responsibility engaged through job pledges and the like has a marginal impact at best. The PIC goal has always been to provide workers trained to the standards of the private sector. PICs now face the challenge of preserving the highest standards of training and placement services for all workers while also striving creatively for effective methods to assist welfare families in finding independence through work. It is a daunting challenge to say the least.

PIC members will want to understand the new law in more detail than this space allows. For a thorough description prepared by the National Governors' Association among others, call or fax Karen James at NAPIC.

Sincerely,

Robert Knight
President

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

TO: ALL COUNCIL MEMBERS
MAYOR WILLIE L. BROWN, JR.

DATE: NOVEMBER 5, 1996

FROM: BRENT ANDREW, CHAIRMAN

SUBJECT: INITIAL EVALUATION OF ALL OF SAN FRANCISCO'S SUMMER YOUTH PROGRAMS

At today's meeting, representatives of the PIC Staff and of several of the PIC's Subcontractors presented the Committee with thorough oral and written reports on all of the youth programs conducted during the summer of 1996. The following is a summary of those reports.

When the initial plan for the 1996 JTPA Title IIB (Summer Youth Employment and Training Program or "SYETP") Subpart of San Francisco's PY'96-'97 Job Training Plan was developed and approved by the Council and the Mayor earlier this year, none of the proposed FFY'96 appropriations had been enacted for any PY'96 JTPA Program and there was no proposed appropriation for any 1996 SYETP being publicly considered by either house of Congress.

Therefore, by April 12th:

1. the Private Industry Council and the Mayor had approved a San Francisco PY'96-'97 Job Training Plan which authorized and directed the PIC Staff to proceed immediately with the development and implementation of a 1996 JTPA Title IIB Summer Youth Employment and Training Program (SYETP), based on a hypothetical allocation of such monies and despite the fact that there were no *bona fide* proposals being considered by Congress to appropriate any such monies; and

2. the Secretary of Labor had notified all governors that the U.S. Department of Labor was providing them with authority to obligate unidentified monies for their state governments and for SDA Administrative Entities within their states to proceed with the planning, development, and implementation of 1996 SYETPs.

Between the end of April and the end of June (when the first of San Francisco's 1996 Summer Youth Programs began):

3. the initially-approved plan for the 1996 SYETP Subpart was completed, San Francisco's PY'96-'97 Job Training Plan was modified, that modified plan was approved by the Council and the Mayor, that modified plan was submitted to the Governor, and that modified plan had been implemented;

4. with the support and collaboration of Mayor Brown, Supervisor Yaki, the Committee on Jobs, the Small Business Network, and New Ways Workers, over $375,000 in pledges were raised from over 150 private donors (i.e., individuals, businesses, corporations, and foundations), a supplemental plan to the SYETP plan was developed along with a subcontract with New Ways Workers (to provide payroll services), and that plan was implemented;

5. the Jobs For Youth Program summer component plan was fortified;

6. an agreement was executed between the PIC, the San Francisco Housing Authority, and the Mayor's Office of Community Development for a "Housing Authority Summer Youth Program" (HASYP) to be financed with $565,000 in Community Development Block Grant (CDBG) monies for youths residing in SFHA developments located in San Francisco's "Enterprise Community";

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7. representatives of the Mayor's Office of Community Development (MOCD), of the PIC, of the San Francisco Housing Authority (SFHA), and of the San Francisco Unified School District (SFUSD) developed a plan to coordinate, to the extent possible, all of the following summer youth programs through a "seamless, one-stop recruitment, enrollment, placement, and payroll system";

   a. the PIC's JTPA Title IIB (SYETP) for which the SFUSD was a major subcontractor;

   b. the PIC's HASYP;

   c. the PIC's Say Yes Program;

   d. the PIC's Jobs For Youth Program; and

   e. the SFUSD's summer program for youths residing in SFHA developments located outside of San Francisco's "Enterprise Community" to be financed with State "Desegregation Consent Decree" monies;

with the following preliminary results compared with the 1995 San Francisco Summer Youth Programs:

Components of San Francisco's Summer Youth Program	Summer of 1995 No. Youths Served	Summer of 1996 No. Youths Served
PIC's JTPA Title IIB (SYETP)	2,747	1,856
PIC/SFHA's "HASYP"	0	284
SFUSD/SFHA's Consent Decree SYP	284	278
PIC/NWW's Say Yes Program	0	242
PIC's Jobs For Youth Prog. (Summer Comp.)	258	517
Grand Totals	3,289	3,177

Given the incredibly short amount of time provided for program planning and development, despite the fact that neither that 1996 SYETP Subpart Plan nor the subsequent modification to it incorporating JTPA monies that were subsequently appropriated and allocated has been either approved or disapproved by the Governor, and given the extraordinary added complexity of these additional 1996 summer youth programs, these preliminary results are extremely gratifying.

In developing plans for the 1997 summer youth programs, representatives of the PIC and of several of its subcontractors indicated that they would be preparing and presenting recommendations for some changes to the Evaluation Committee, to the Jobs For Youth Committee, to the Planning Committee, or to all three.

Attached is a partial listing of almost all firms and individuals (several were inadvertently omitted) who contributed approximately $375,000 to the 1996 Say Yes Program. Again, we extend our gratitude, on behalf of the 242 economically disadvantaged youths who would not have otherwise had any summer employment, to each of those firms and individuals.

cc: Members of the PIC Planning Committee
PIC Staff
PIC Subcontractors
Scott Winkler, EDD/JTPD

Attachment

The Gate
Business News Online
http://www.sfgate.com

San Francisco Chronicle
BUSINESS

Prudential to Pay $410 Million To Settle Fraud Suits B4



Because these San Franciscans said "YES" this Summer, we could say "YES" to hundreds of local kids.

Every year, the federal summer jobs program provides summer employment for 2,800 disadvantaged San Francisco youth. But last year, Congress cut the program by 25 percent, threatening summer job opportunities for more than 700 local kids. To save these jobs, Mayor Willie Brown, Supervisor Michael Yaki and local business leaders created Say YES — Youth Employment for the Summer, a public-private partnership aimed at identifying and funding new summer employment opportunities for San Francisco kids. Under their leadership, the local business community raised nearly $400,000 to pay summer salaries, helping to create more than 600 jobs for youth. A total of 227 local businesses called 861-JOBS, the Say YES/Jobs For Youth hotline, and hired kids. City government identified nearly 300 additional jobs with local agencies and the funding to pay for them. Together, they ensured that federal cuts wouldn't deprive our City's kids of a valuable opportunity to work.

The San Francisco Chronicle would like to salute Mayor Brown, Supervisor Yaki, the other sponsors of Say YES and, especially, the hundreds of local businesses and business people who said "YES" to San Francisco's kids this summer.

Say YES Campaign Co-Chairs
Mayor Willie L. Brown, Jr.
Supervisor Michael Yaki
Larry Stupski, Vice Chairman, Charles Schwab & Co.
Rich Gunn, President S.F. Small Business Network
Elliot Hoffman, President Just Desserts

Total Cash Contributions: $390,450

Contributors: $10,000 +
AT&T
Bank of America
Charles Schwab & Co.
Chevron Corp.
Hambrecht & Quist
Levi Strauss & Co.
Nestle Beverage Company
Pacific Gas and Electric Company
Pacific Telesis Group
San Francisco 49ers
San Francisco Giants
The Gap, Inc.
The Shorenstein Company
Transamerica Corporation
Wells Fargo Bank

Contributors: $5,000 - $10,000
Bechtel Enterprises
Bernard Osher Foundation
Citibank California
Fremont Group
Hastings College of the Law
International Business Machine Corporation
Kaiser Permanente Hospital
McKesson Corporation
Montgomery Securities
St. Francis Memorial/ St. Mary's Med. Center
Starbucks Coffee

Contributors: $1,000 - $5,000
AirTouch Communications
Aon Risk Services
Blue Shield of California
Gensler and Associates
Hellman & Friedman
HMS Associates
Host-Marriott
Just Desserts
Kimpton Hotel & Restaurant Group Inc.
KPMG Peat Marwick LLP
Macy's West
MBT Architecture
Mavik
Pacific Stock Exchange
Parnassus Fund
R. Torre & Co.
SKYY Vodka
Southern Pacific Lines
Spinelli Coffee
Stone & Youngberg
Sutter/CHS

Contributors: $1,000 or less
Joseph Ehrman
Joseph Goldyne
Evelyn Haas
Rachel Higgins
Franklin Keville
Robert Lurie
Peter McBean
George Meyer
Walter Miller
Alvin Rockwell
Ethel Sanjines
Ann Thornton
Yoritada Wada
Peter Wendell
Bernice Krook
Donald Brams
Chloe Aull
Vernon and Alice Wallace
Alison Hawthorne
Kathryn Battles
William Geis
James Fields
Karens Era
another dancing bear productions
Aspen Affiliates, Inc.
Brownies Hardware
Double Rainbow
Gerson Bakar and Associates
Greenleaf Produce
Innovations Personnel Services
MacKenzie Communications, Inc.
Pier 39
Rosewood Capital
S.F. Foundation
Stein & Lubin
Chris Gallagher & Wheelabrator
Wild Planet Toys
Chris & Barbara Wilson

Total In-Kind Contributions: $194,715

In-kind Contributors
Charles Schwab & Co.
Committee on JOBS
SF Chamber of Commerce
The PBN Company
Katsin/Loeb Advertising
Private Industry Council
New Ways Workers
Allison Bliss
Dr. Michael Matthews
Dr. Jerry Bellen
KPIX
San Francisco Hilton
Lance Hoffman & Barbara McQuade
Brandon Cameres
Susan Levy
Good Pictures Editorial
Fast Forward
Rocket Rentals
Mark Goodwin
Don Johnson
Annette O'Toole
Jodi O'Keefe
City and County of San Francisco Employment Development Department
Marina Times
New Bayview
New Fillmore
New Mission News
Richmond Review
San Francisco Downtown
Sunset Beacon
West of Twin Peaks Observer
San Francisco Business Times

San Francisco Chronicle
THE BAY AREA'S NEWSPAPER

SAY... Youth Employment for the Summer

The Summer may be over, but the need for youth jobs remains. If you would like to hire a youth, call 861-JOBS.

Ad created by Committee on Jobs.

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PRIVATE INDUSTRY COUNCIL
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DRAFT of MINUTES

for a meeting
of the Private Industry Council of San Francisco
November 12, 1996

Members present: Chairman Gary Fitschen, Mr. Brent Andrew, Mr. John Cammidge, Ms. Brenda Cochrane, Mr. John Dewes, Ms. Mary Edington, Mr. Tom Evans, Ms. Delfina Geiken, Mr. Dan Grossman, Ms. Vanessa Johnson, Mr. Frederick Jordan, Mr. Arthur Louie, Mrs. Leslie Luttgens, Mr. Craig Martin, Mr. Michael Mee, Mr. Brian Murphy, Ms. Carol Piasente, Mr. Fairfax Randolph, Ms. Barbara Thompson, Dr. Chui Tsang and Mr. Michael Wald

Staff present: President Steve Arcelona, Ms. Brenda Brown, Mr. Larry Chatmon, Ms. Joyce Crum, Mr. Wes Dixon, Mr. Alfredo Fajardo, Ms. Karen Hart, Mr. Ray Holland, Mr. Jim Kennedy, Mr. Greg Marutani, Mr. Glen Nethercut, Mr. Adrian Trujillo and Ms. Clara Wong

Public present: Mr. Ricardo Alva, Mr. John Avalos, Ms. Joyce Bayley, Mr. John Blazer, Mr. Relio Bunag, Mr. Chris Earle, Ms. Terry Fitzpatrick, Mr. Mulugeta Gerefa, Ms. Natlie Lopes, Mr. Andy Olshin, Mr. Darin On-Wing, Ms. Maria Olivares, Ms. Cherie Putnam, Mr. M. Guillermo Romero, Ms. Rosemary Weimer, Mr. Joseph Wilson and Mr. Stan Zuni,

The meeting began at 3:10 p.m. with a quorum.

Public testimony on agenda items

There was no public testimony on agenda items.

Adoption of the agenda

The agenda was adopted as submitted by acclamation.

Approval of minutes

A motion to approve the minutes as submitted for the Council's September 10 meeting was seconded and unanimously approved.

Chairman's report

Board of Director's meeting

During a meeting of the Board, held prior to the Council meeting, the Directors voted to renew through 1997 the PIC's contribution of 5% of staff salaries to its employee's individual retirement plans, Mr. Fitschen said.

Council nominations

Mr. Fitschen welcomed three new Council members, Mr. Dan Grossman, CEO of Wild Planet Toys and a member of the PIC's Planning Committee, Mr. Brian Murphy, Executive Director of the San Francisco Urban Institute at San Francisco State University, and Ms. Carol Piasente, Vice President of Communications with the San Francisco Chamber of Commerce. Also appointed by the Mayor, but unable to attend the day's meeting, was Ms. Sue Lee, Director of the Mayor's Office of Economic Development.

Committee reports

Jobs For Youth

Stephanie Shmunes, the Jobs For Youth program coordinator for the past two years, has resigned to take a position elsewhere, Mr. Arcelona announced. He praised Ms. Shmunes' work in establishing Jobs For Youth as a viable one-stop employment program serving both youth and employers within San Francisco. "I think she's the one who put Jobs For Youth on the map," Mr. Arcelona said. Interviews for her replacement will begin by the end of the month, he added.

Planning Committee

Referring to his November 5 memorandum, Mr. Andrew presented the Planning Committee's recommendations for the mid-term adjustment and modification of the Program Year 1996 subparts of San Francisco's Job Training Partnership Act-funded PY'96-'97 Job Training Plan. The recommendations were broken into two parts.

Mr. Dewes' motion to adopt the Committee's recommendation that Bay Area Urban League, a PIC subcontractor, be taken off probation because it is achieving at least 70% of its PY'96 subcontract goals, and that Chinatown American Cooks School, OMICA and the Community Housing Project remain on probation until December 31 and then reevaluated in January or February 1997 to determine whether or not funding should be continued, was seconded by Ms. Thompson, and approved by the Council. Conflict of interest forms were signed, and Ms. Edington, Mr. Evans, Ms. Geiken and Dr. Tsang abstained from voting.

Mr. Wald arrived at the meeting.

The second motion to adopt the Committee's recommendations for the mid-term adjustment and modification of the PY'96 subparts of the PY'96-'97 Job Training Plan was seconded by Mr. Grossman, and approved by the Council, with Ms. Edington, Mr. Evans, Ms. Geiken and Dr. Tsang abstaining.

Turning to his second memorandum, also dated November 5, Mr. Andrew discussed the Committee's initial evaluation of all of San Francisco's summer youth employment programs. The JTPA Title IIB Summer Youth Employment and Training Program began quite late, he observed, but moved quickly through the "dedicated" work of PIC staff and its subcontractors once Congress finally approved funding. In all, 3,117 youth worked in summer programs managed by the PIC.

Mr. Dewes recommended that a copy of the report be sent to the 150 companies and individuals who donated $350,000 to the Say YES Campaign.

Refugee Committee

Mr. Marutani announced that a $129,247 proposal by Third Baptist Church, a PIC Refugee program subcontractor, has been funded by the state. The program, which begins soon and which PIC staff will monitor, will provide services to long-term AFDC recipients.

Mr. Jordan arrived at the meeting.

Forum

Mr. Wald, Executive Director of the San Francisco Department of Human Services, described the Federal welfare reform law, The Personal Responsibility and Work Opportunities Act of 1996, as having two components: the first replaces AFDC and JOBS/GAIN programs with a block grant to the states called Temporary Assistance for Needy Families (TANF), and the other restricts non-citizens, including legal immigrants, from eligibility for most Federal means-tested benefits, including Supplemental Security Income (SSI).

Benefits to immigrants will be cut unless they prove they have worked at least 10 years in the United States or become citizens. In San Francisco, there are some 20,000 immigrants receiving SSI; of these, Mr. Wald said some 10,000 are at risk for losing benefits. They remain eligible for much lower General Assistance payments, which are financed entirely through the general fund, and will cost San Francisco an additional $20-$30 million annually.

Federal funding for TANF, as a block grant, will no longer be based upon the number of needy persons in a state or the cost of living index. Individuals will be limited to receiving such funds for two years at one time, and for no more than five years over their lifetime. States are permitted to set an even shorter time limit, Mr. Wald added, and will also define eligibility. States are also required under the Act to have a set percentage of TANF recipients, escalating over time, engaged in a "work activity".

California will be debating and shaping its new welfare programs between January and June 1997, for implementation in July 1997. Time limits here are likely to be shorter than under the Federal law, he said, and the program will probably be oriented to getting participants into work quickly.

San Francisco is in better shape than most cities since it has fewer children and a lower AFDC rate, Mr. Wald said. There are approximately 10,000 families here on AFDC, three-fourths of whom have been recipients for over three years. Mr. Wald said it won't be known for two to five years whether welfare reform will move more people into homelessness. He said he believes that 30%-40% of San Francisco's AFDC population is "reasonably job ready", and noted that most of those who find work paying between $5-$7 an hour will still receive some supplemental AFDC funds as well as medical assistance for two years after becoming employed.

Welfare reform, Mr. Wald said, needs to be "about getting people into jobs, not punishing them and getting people off welfare." To accomplish this, he said welfare recipients need child care, affordable housing and health care. Mr. Wald outlined a number of goals for local reform:

- Reorganizing and centralizing employment and training services, now scattered among a wide variety of agencies and departments, into a one-stop service.
- Connecting welfare recipients to employment services; currently, only 25% of DHS clients participate in the GAIN employment training program.
- Creating support services to help people keep their jobs once they find them.
- Providing child care.
- Developing jobs suitable to welfare clients, many of whom have been out of the job market for some time, and approaching this in a regional, not just local, manner.
- Providing other services required by hard-to-serve recipients, including refugees, homeless families, the semi-disabled, those disabled by drug use, and grandparents raising their grandchildren.

DHS is currently redesigning its service delivery system, Mr. Wald said. Goals include getting new clients immediately enrolled into employment and other services, and coordinating activities with all relevant City departments and contractors. The Mayor's Task Force on Welfare Reform is taking the lead on this second point.

Mr. Arcelona noted that the Planning and Evaluation committees, which are meeting over the next two months, will be focusing on fitting PIC's programs into meeting the goals of welfare reform.

Staff reports

LMI VI contract

Mr. Marutani asked the Council to approve a contract with the Employment Development Department calling for the PIC to develop Labor Market Information in 1997 on 27 occupations. He said that the $54,981 contract will be supplemented by other funds. PIC has been developing

LMI for the state for five years now, Mr. Marutani said, and the 1996 Occupational Outlook and Vocational Training Directory should be published soon.

Mr. Tsang noted that City College of San Francisco is doing similar work, and suggested he and Mr. Marutani discuss this.

Mr. Dewes' motion to approve the 1997 LMI contract was seconded by Mrs. Luttgens, and unanimously approved.

President's report

Mr. Arcelona referred Council members to his written President's report, dated today.

Introduction of new Controller

Adrian Trujillo, the PIC's new Controller, was introduced by Mr. Arcelona. Mr. Trujillo comes to the PIC with eight years of auditing experience in the public and private sectors, including substantial work auditing JTPA-funded programs with agencies throughout the state, including the San Francisco PIC.

JTPA's 1997 funding

Increased funding by Congress for JTPA programs in 1997 will providing an "opportunity", Mr. Arcelona said.

1997 Council meeting dates

Notice of the Council's seven meeting dates in 1997 has been distributed, Mr. Marutani announced. He thanked Mr. Evans and P.G. & E. for their generosity in once again providing the Energy Center for the meetings.

Public testimony on non-agenda items

Mr. Joseph Wilson, Community Outreach Director of Coleman Advocates for Children and Youth, recommended that the Council amend its Bylaws to include among its members two youth, ages 16-21. Mr. Wilson said this would ensure the PIC better meets the needs of youth. Mr. Wilson noted he met with Mr. Fitschen and Mr. Arcelona about this last week. Mr. Fitschen said he would see that the matter is including for discussion on the agenda of the Council's next meeting on January 14.

The meeting was adjourned at 4:45 p.m.

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PRIVATE INDUSTRY COUNCIL
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MEMORANDUM

TO: MAYOR WILLIE L. BROWN, JR.
ALL COUNCIL MEMBERS

DATE: NOVEMBER 22, 1996

FROM: STEVE ARCELONA, PRESIDENT

SUBJECT: EXECUTIVE SUMMARY OF THE PIC'S JOB TRAINING PARTNERSHIP ACT (JTPA) PROGRAM STATISTICS FOR PROGRAM YEAR 1995 (PY'95).

Program Year 1995 (or PY'95, from July 1995 to June 1996) was the second year in the sixth biennial "Job Training Plan" period under JTPA . For PY'95, twelve separate subparts of the plan were developed, each was concurrently approved by the Mayor and the PIC, and each was subsequently incorporated into one of six separate "JTPA Subgrant Agreements" between the State and the PIC. To implement them, the PIC developed, executed, and administered 543 subcontracts (52 were "prime" year-round subcontracts, fourteen were SYETP subcontracts, 115 were on-the-job training subcontracts and 362 were individual referral subcontracts) with the summary results shown below:

	Accrued Expend.	Total Enrolled	Total Placed	Total* OP Term.	Total Terms.	Place. Rate	Positive. Term.Rate
IIA-77% Basic Adult	2,606,250	483	350	61	483	72%	85%
IIC-82% Basic Youth	522,929	101	52	27	100	52%	79%
IIA-5% Older Individuals	390,644	111	88	15	110	79%	94%
IIA/C-5% Incentive	124,366	95	0	1	95	0%	1%
IIA/C8%-50% SECG-GAIN	213,497	39	1	17	39	3%	46%
IIA/C-8%-30% SECG-AND	72,480	49	25	6	49	51%	63%
IIA/C-8%-30% SECG-JVS	70,721	14	4	2	14	29%	43%
IIA/C-8%-30% SECG-SFUSD	62,477	25	0	0	25	0%	0%
IIIA-60% Formula	2,254,532	462	209	0	370	45%	56%
IIIA/B- 40% Base Closure	364,246	69	23	0	62	33%	37%
III-40% LCF/76	812,503	124	79	0	124	64%	64%
IIA/III subtotals /a.	7,494,645	1,572	831	129	1,471	56%	65%
IIB SYETP 1996	2,147,298	1,856	2	1,480	1,856	0%	80%

* OP- Other Positive

/a. "Subtotals" include data for only the twelve year-round programs shown above; data for the 1996 JTPA Title IIB SYETP are not included in the subtotals.

As required by the Act, the Secretary of Labor has established national performance standards that can be adjusted for local labor market and specific program conditions. For San Francisco's JTPA Titles IIA (77%-Basic Adult), IIC (82%-Basic Youth), and IIIA (60%-Formula) Subpart Programs, the adjusted performance standards and, corresponding to each, the actual performance attained in PY'95 are :

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Performance Indicators	Performance Standard	Actual Performance	Standard Met
Title IIA 77%-Adult Follow up Employment Rate /a.	61.08%	60.00%	NO
Title IIA 77%-Adult Welfare Follow-up Employment Rate /b.	51.92%	59.80%	YES
Title IIA 77%-Adult Follow-up Weekly Earnings /c.	$269.21	$344.00	YES
Title IIA 77%-Adult Welfare Follow-up Weekly Earnings /d.	$255.75	$366.00	YES
Title IIC 82%-Youth Entered Employment Rate /e.	54.52%	55.73%	YES
Title IIC 82%-Youth Employability Enhancement Rate /f.	21.88%	45.04%	YES
Title IIIA 60%-Formula Entered Employment Rate /g.	53.09%	59.17%	YES

/a. The number of former terminees surveyed who were adults (aged 22 or more) and were employed during the 13th week after termination, divided by the total number of adult respondents, times 100%.

/b. The number of adult welfare recipients who were employed during the 13th week after termination, divided by the total number of adult welfare recipients responding, times 100%.

/c. The total weekly earnings for all adult respondents employed during the 13th week after termination divided by the total number of adult respondents who were employed during that week.

/d. The total weekly earnings for all adult welfare recipients who were employed during the 13th calendar week after termination, divided by the total number of adult recipients who were employed during that week.

/e. The total number of youths (16 - 21 years of age) who entered employment at termination divided by the total number of youths who (except for "potential dropouts" who remained in-school and "school dropouts" who returned to school) terminated for all reasons times 100%.

/f. The total number of youths (16 - 21 years of age) who attained one of the employability enhancements at termination (regardless of whether they also entered employment) divided by the total number of youths who terminated for all reasons times 100%.

/g. The total number of terminees who entered employment (excluding those called back by "layoff employer") at termination divided by the total number of terminees for all reasons, times 100%.

The Act requires the Governor to use five percent of all Titles IIA and IIC monies allotted to the State for "incentive awards" to those Service Delivery Areas where the Secretary's performance standards in Titles IIA (77%-Basic Adult) and IIC (82%-Basic Youth) Subpart Programs have been "exceeded". In California, that has been defined to be that five or more of the Secretary's six Title II standards have been surpassed. Five of the six standards specified for San Francisco's PY'95 Title II Programs were "exceeded", but the amount of its PY'96 Titles IIA-IIC (5%-Incentive) award has not yet been announced.

While no monetary incentives are provided for "exceeding" the performance standard specified for Title IIIA (60%-Formula) Subpart Programs, there are potential penalties that would be imposed on that subpart program in subsequent Program Years by both federal and State governments for not "exceeding" it. Based on its PY'95 performance, San Francisco should not be subject to any of those penalties in PY'96.

SEE EVALUATION COMMITTEE PROCEEDINGS

Immediately attached are (on page 3) the characteristics of several selected age stratifications of San Francisco's subpopulation that the State estimated would be eligible for JTPA Title II Programs in PY'95 and PY'96 and the enrollment goals that were established (based on those estimates) for each of the corresponding major JTPA Title II Subpart Programs in its PY'95-'96 Job Training Plan, (on page 4) comparisons between each enrollment goal (in the "plan" column) and the corresponding actual enrollments recorded in PY'95, and (on pages 5 through 10) comparisons between the characteristics of those enrolled in training and of those placed on jobs after training for each of twelve JTPA Titles II and III Subpart Programs during PY'95 regardless of whether an enrollment goal had been established for it.

Subsequently attached are detailed performance data for each Subpart Program and Prime Subcontractor authorized in it and for the occupations targeted for training and placement efforts.

Please contact Raymond Holland or me if you have any questions or comments about this report.

cc: Members, PIC Evaluation Committee
Members, PIC Planning Committee
PIC, Mayor's and SFDHS Staffs
PIC Subcontractors
Vicki Johnsrud, EDD/JTPD
Scott Winkler, EDD/JTPD
Mary Ann Goodwin, CDE
Bobbie Jones, COCCC

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PRIVATE INDUSTRY COUNCIL
of San Francisco, Inc.

MEMORANDUM

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TO: MAYOR WILLIE L. BROWN, JR.
ALL COUNCIL MEMBERS

DATE: DECEMBER 11, 1996

FROM: STEVE ARCELONA

SUBJECT: REVISIONS TO THE PIC'S NOVEMBER 22ND JOB TRAINING PARTNERSHIP ACT (JTPA) PROGRAM STATISTICS REPORT FOR PROGRAM YEAR 1995 (PY'95).

Subsequent to the Evaluation Committee's meeting of December 5th, it was discovered that the November 22nd Report contained some errors. The most serious occurred in those sections of the report which related to the JTPA Titles IIA/C (8%-SECG/GAIN) Subpart Program. Because of the State's new reporting software (which the PIC began using in PY'95) and because of changes in GAIN Programs that were implemented in the middle of PY'95 (i.e., job training and placement services were added to basic educational services), participants completing the basic educational components in these JTPA Programs were treated as "terminations" and data on their transfers to, participation in, and, for some, entries into unsubsidized employment from the new occupational training and job placement components, while recorded, were not extracted or included in either the November 22nd or the December 3rd reports.

SEE EVALUATION COMMITTEE PROCEEDINGS

Attached are revisions of all of the pertinent pages of both the November 22nd and December 3rd reports and displayed below is a revision of the first table in the November 22nd report; please incorporate them in your copies of both of those reports. Since this JTPA Program is not subject to the Secretary's performance standards, there are no revisions to those data.

	Accrued Expend.	Total Enrolled	Total Placed	Total* OP Term.	Total Terms.	Place. Rate	Positive Term.Rate
IIA-77% Basic Adult	2,606,250	483	350	61	483	72%	85%
IIC-82% Basic Youth	522,929	101	52	27	100	52%	79%
IIA-5% Older Individuals	390,644	111	88	15	110	79%	94%
IIA/C-5% Incentive	124,366	95	0	1	95	0%	1%
IIA/C8%-50% SECG-GAIN	213,497	39	9	20	37	24%	78%
IIA/C-8%-30% SECG-AND	72,480	49	25	6	49	51%	63%
IIA/C-8%-30% SECG-JVS	70,721	14	4	2	14	29%	43%
IIA/C-8%-30% SECG-SFUSD	62,477	25	0	0	25	0%	0%
IIIA-60% Formula	2,254,532	462	209	0	370	45%	56%
IIIA/B- 40% Base Closure	364,246	69	23	0	62	33%	37%
IIIA-40% LCF/76	812,503	124	79	0	124	64%	64%
II/III subtotals /a.	7,494,645	1,572	839	132	1,469	57%	66%
IIB SYETP 1996	2,147,298	1,856	2	1,480	1,856	0%	80%

* OP- Other Positive

/a. "Subtotals" include data for only the twelve year-round programs shown above; data for the 1996 JTPA Title IIB SYETP are not included in the subtotals.

We apologize for any inconvenience these errors and revisions have created.

cc: Members, PIC Evaluation Committee
Members, PIC Planning Committee
PIC, Mayor's and SFDHS Staffs
Vicki Johnsrud, EDD/JTPD
Scott Winkler, EDD/JTPD
Mary Ann Goodwin, CDE

745 Franklin Street, Suite 400, San Francisco, CA 94102-3117
415/931-7460 Fax 415/931-7590 TDD 415/749-7403